

**AFSCME Local 1092 General Membership Meeting Minutes**  
**February 10<sup>th</sup>, 2020**  
**Cloquet Labor Temple**

**Roll Call of Officers:** Christina S, Heather S, Jason A, Dawn P(phone), Mike S(phone), & Jason Loons- Council 5 staff- (*Jenny and Cameo excused*)

**Members:** Scott L, Sabrina S

**No quorum at membership meeting go into E-board meeting: 5:11pm**

**January Meeting Minutes :** Dawn P motioned to accept, Heather S seconded, motion carried subject to corrections

**Financial Report:** Heather S motioned to accept, Mike S seconded, motion carried subject to audit

**President's Report:**

**Labor Mgmt -MSOP:**

- DR. appt- eligible to force people, just have to return when appt are over, if appts are taking too long per employer, they may start asking more questions
  - ✓ Give OD/supervisor notice for appt if it is last minute appt
- Subsequent shift OT for mandatory lead mtgs- not allowed to sign up for OT
- Complacency 2000 conversations- employer is looking for ideas
- Lead promotion-up for discussion- talk with St. Peter and how they lead level up
- Bonus talk-hard to discuss it's just our job
  - ✓ Recognition is not monetary
  - ✓ Don't look forward to bonuses-there is a budget deficit

**Labor Mgmt – MSOCS**

- North vocational options-day program discussion
  - ✓ Extended hours of shifts
  - ✓ Vacation assignment- clarified how vacation is granted-every house different
- Talk over email from employee- possible need more discussion with employee
- New call out sheet
- Retirement on Friday
- Shore Comm. Options
  - ✓ ¾ positions
- Crisis – 1 bed open
- Military leave, medical leave for employees- discussion on the use

**Vice President's Report:**

**Chief Steward's Report-MSOP:**

- Several investigations active- If people are talking about investigations shut those conversations down
  - ❖ Confidentiality is important to avoid discipline for code of ethics violation

**Chief Steward's Report-MSOCS/CARE**

- Straight line shifts
- OT shift they won't pay the \$50 bonus, only if under 40 hrs each week it is paid

### Field Rep's Report:

- DOTH coming up
- Convention call end of February-goal is 1, 250 people
- Precinct caucuses coming up
- New Duluth Field Director- Crystal Kreklow
- New Legislative Director- Ethan Vogel
- More willing to do training or site visits
  - ✓ Regional meetings –training available here too

### Political/PEOPLE Report:

- Feb 4 regional meeting Duluth
  - ✓ 4 legislators came to meeting
  - ✓ Talked about pension bill that passed in 2018
  - ✓ No possibility for adding people to SERP pension
  - ✓ Pension plan- seats we need to be on look-out for
  - ✓ 55 retirement needs to be protected as Defined contribution VS. Defined Benefits is their push
  - ✓ May 5- local 66 Regional meeting
  - ✓ Next Regional meeting May 11, 6pm-legislative follow up
  - ✓ In need of letter from Morgan for Arb training in April for employer ( Add Cameo)
  - ✓ Push for us to get people up to capitol for Lobby weeks

### Old Business

- Opened nominations for SEPC Spring Conference- May 1 is SEPC
- AFSCME International Special Convention Minneapolis Feb. 29, 2020
  - Jason A, Jessica L, Sabrina S are delegates
- Arbitration Training; April 28, 2020 Duluth AFSCME Office
  - Mike, Heather, Scott, Jenny, Chris, Jason, Jessica, Sabrina, Dawn
- Behavioral Health Summit; February 22, 2020 AFSCME Council 5 St. Paul
  - Jess, Darius, Heather
- Lobby week volunteers:
  - March 2-5- Heather, Scott, Christina, Don F
    - **Added 2/17/20 as interested- Donald F, Scott L, Dustin K, Christina StG, Schultz H, Erik A**
  - March 30-April 2- Jason, Joe, Jess, Heather (DOTH March 31)

### New Business:

No new business

### Good & Welfare:

None heard

### Meeting Adjourn:

Heather made motion to adjourn, Dawn seconded, motion carried 6:07pm