

AFSCME Local 1092 Meeting Minutes

June 12, 2023

Cloquet Public Library

Type of Meeting: Eboard

Call to Order: 4:31pm

Roll Call: Art M, Jessica L, Jason A, Billy B, Heather S, Dawn P, Paul Gammel

Excused: Sabrina S

Guests: Chris, Katie

Discussion:

- Good and Welfare committee meetings
 - Kate going to put meetings together, meet 4-4:30pm on Union meeting days
- Dismissal of steward – discussion amongst E-Board members for motion during GM Meeting
- Motion to remove steward, friendly amendment accepted below:
 - Motion to remove steward effective immediately, steward can appeal at next Union meeting, M/S/C
- Discussion of Union matters- Crisis
- Discussion of sunset language taken out of contract
- Schedule MSOP Redline- Paul brought up verbatim language (supplemental) to verify contract is accurate

Motions between meetings:

- Motion for Lost time, mileage, and meals for Steward training on June 13th for Billy B, Art M, Kate H, Ben N, friendly amendment accepted to add Cory P, and Ryan H, M/S/C
- Motion for Lost time, mileage, and the group lunch for duration of the MSOP supplemental negotiations, M/S/C
- Motion to pay for lunch for DHS-MSOCS Negotiations, M/S/C
- Motion to purchase a \$275 Yeti Cooler as a prize as long as we have a certain number of participants.
- Motion for \$100 for Frank C for his vision issues, M/S/C
- Motion for a book and \$100 donation to Andrew L, death in family, M/S/C
- Motion is \$100 each and a memory book for Jesse P, death in family, M/S/C
- Motion is \$100 each and a memory book for Barry G, death in family, M/S/C
- Motion is \$100 each and a memory book for Aaron T, death in family, M/S/C

Motion to Adjourn: 4:57pm, M/S/C

Type of Meeting: Membership meeting

Call to Order: 5:02pm

Roll Call: Art M, Jessica L, Jason A, Billy B, Heather S, Dawn P, Paul Gammel

Excused: Sabrina S

Guests: Chris, Katie

Prior minutes: Motion to approve May 2023 minutes, M/S/C

Financial Report:

Jason provided financial report to review, paid out more than we collected

Motion to approve financial report pending audit, M/S/C

President's Report:

- Staff Assault check-in - EAP
- Stewards Training on 13 / 23
 - (Heather, Cory, Billie, Art)
- ATV Ride on 16th Fundraiser– Some members wondering why we are fundraising – Funds will be used for future events (prizes and costs) and for Good and Welfare items outside what has traditionally been given. G&W Committee wants to try to raise funds as opposed to using member dues
 - Money being kept in separate account-Savings account or second savings account
- Negotiations Update – Supplementals
 - MSOCS went poorly

- Lost (3) sunset languages
- Everyone went in (was a joke)
- Went very poorly-
 - senior staff picking scheduled shift
 - Reassigning employees within 35 miles
- MSOP supplementals
 - Went very well
 - Forcing shutdown every idea
 - More successful than in years past, no compromise
 - 4 Kitchen
 - Switch schedule to ½ and hour forward for kitchen security staff (4:30)
 - Modification: unlimited M/A
 - Ateam shift differential
 - Holiday=can take as pay, comp, vacation
- Special Thank you to our Negotiations Team
- MSOCS and CARE Carlton Site Visits
 - Sign up to do them
 - Do visits during staff meetings
 - Heather: get meeting dates
- Hermantown Crisis Home member reached out for help – email
- E-Board recognition and thank you from the President

Vice President Report:

- Did not have meeting- sent updates
- Short staffed everywhere- solutions
- Membership advocating for themselves
- Extra training : Ateam-extra shift differential

Chief Steward's Report/MSOP:

- 2 3rd step grievances heard
- Investigations
- Changes on Omega
- Losing security staff to other positions

Chief Steward's Report/MSOCS & CARE:

- **MSOCS-** 1st step grievance, no response, filed at a 2nd step, was denied on 6/6/23 as the staff who wanted to file it was not the only staff eligible for the shift.
- **MSOCS Negotiations,** removed languages that had 3 sunsets on them to be removed at the end of the 2021-2023 contract.
- **Hermantown Crisis-** site visit, meet and confer? Staff are being mandated into triple shifts without help from the supervisors or their MAPE staff. Need to get clarification on the language when MAPE can/should be forced after AFSCME staff. Staff reached out with many concerns about scheduling/ forcing issues.
- Open Vacancies

Field Rep's Report:

- 330 members, 69 opportunities- accurate as of June 1
- Shoutout to Negotiations team
- AFSCME Strong training-incorporate into steward training
- Employees transferring to a different Local-have them sign cards
- In-person setup dates for Red-line
- Financial training August 9/23
- Council 5 convention Sept 28th, 29th, and 30th

Political/PEOPLE Report:

- Duluth Central Labor nominated screenings (3 people)-sign on with MAC

Safety Committee Report:

- Start sending people
 - Pay people mileage to go into meeting

Old Business:

- SEPC goals –
 - buttons, wrist bracelets (Paul),
 - need badge reels. *Motion* to purchase badge reels, Jess will shop for – tabled, add lanyards
 - *Motion* for \$100 drawing for all members that are registered on Memberlink – tabled to find out of list can be generated
 - Banner very nice!

New Business:

- Filing Cabinet- filing space-Terry will find cabinet and place for cabinet
- Bunch of investigations- Katie P did
- Changes on Omega- did have discussion
- losing security staff to other positions
- Had MA/MAPE reachout like to do a joint meeting about staff safety, will after negotiations-end of July, Paul will share the meeting
- Expand to MAPE members: in MSOCS/concerns from RTC in Group homes
- Motion for all members to have 1 YETI cup, M/S/C
 - Discussion- Gesture of still sticking with us
 - A way to do it cheaper, great idea and a lot of other options-thank you gesture
 - Treasurer stated it would put us over for the rest of the year, would not be able to donate rest of year

Good & Welfare:

- Stephen Anderson's (non-member) brother passed away, card sent
- Andrew Leal's family death, \$100 and memory book
- Nancy Banta- Medical, card sent
- ATV Ride coming up – so far, we have 3 riders registered – with at least 12 more interested
 - 4 bars
 - Yeti Cooler \$275 only for people who attend
 - Motion for Yeti cooler to be purchased as grandprize-tabled
 - If we make enough in the 3 rides-purchase a Yeti Cooler
 - \$100 gift cards for 1st ATV Rides
- Kala Johnson (non-member) had house fire- card sent to work site

Motion to Adjourn: 6:38pm, M/S/C