

AFSCME Local 1092 Meeting Minutes

August 8, 2022

Cloquet Public Library

And/or Zoom

Type of Meeting: Eboard

Call to Order: 4:40pm, 6:08pm

Roll Call: Art M, Jessica L, Jason A, Sabrina S, Zachary C, Heather S, Dawn P, Paul G

Discussion:

- Steward's expectations- more interest
- Discussion on change in membership meeting dates-cards for Local setup discussion, Weingarten rights
- Member Action Team could be worked on
- Seniority draws
- Internet media hire- Art discussed with Chris to update the social media platforms, Jessica to tackle at this point
- Non- disclosure for stewards to be done by next month
- Overtime List for Bonus- discussion on getting the information out to members
 - ✓ Switching back to keep the bonus active longer, it would disappear faster if people split shifts and both get it
- Discussion of scheduling some training- Sept 21 9am Cloquet Library- Governance training set up, Paul to get letters out for attendees
- Oct 26th- Financial training set up, Art is attending, if you are interested let him know
- Motion to pay lost time, per diem, mileage for both conventions AFSL-CIO and Council 5 convention, M/S/C
- Motion to pay lost time, per diem, mileage, and meal to be provided for governance training on Sept 21st, M/S/C
- Motion to pay Cloquet Library training room fee on 9/21 9-3pm, M/S/C
- Motion to donate \$100 to John Busha for medical issues, M/S/C
- Motion to donate \$100 to John Leino for accident, motion withdrew

Motions between meetings:

- Motion to donate \$100 to Tim Nyberg, M/S/C
- Motion to donate \$100 to Sue Oberg for mother passing away, M/S/C

Motion to Adjourn: 5:01pm, 6:18pm

Type of Meeting: Membership meeting

Call to Order: 5:02pm

Roll Call: Art M, Jessica L, Jason A, Sabrina S, Zachary C, Heather S, Dawn P, Paul

Prior minutes:

- Motion to approve July 2022 minutes, with correction of work "done" instead of doing, M/S/C

Financial Report:

- Motion to approve financial report pending audit, M/S/C
- Wednesday doing the bank to get signers

President's Report:

- Council 5 Membership Convention at the InterContinental Hotel in St. Paul Wednesday Sept 28th-Saturday Oct 1st. We will open nominations for attendees during new business. All who wish to attend must have the time off and we will need a motion for lost time and mileage.
- Financial Responsibility Training on October 26th, these will be virtual Zoom trainings conducted by AFSCME International. The trainings are for anyone in the local who signs checks, is an officer or executive board member, a trustee who conducts audits or any member who has interest in attending. Please contact an e-board member if you are interested in attending this training. We can approve any lost time at the meeting in October.

- Sept 21st Governance training set up with Paul
- I would recommend we have our e-board attend some trainings if they so choose to participate. We can talk with Paul to set that up.
- Minnesota AFL-CIO Constitutional Convention in on Sunday, Sep 18th – Tuesday Sep 20th. Nominations will be opened, and I believe closed during New Business and we will need a motion for lost time and mileage.
- As a follow up from the Statewide DCT labor management meeting in June, it has been confirmed that with SEGIP and Virgin Pulse, there is points available for the COVID vaccine and booster when participating in the Well-Being program (\$70 credit towards deductible. For employees only- health assessment). If you are not familiar with this program, you can find more information on the MMB SEGIP page
- We had an issue at MSOP with an open door 1 to 1 coverage of a client with a violent history in East Observation on all shifts but especially the overnight shifts. I sent an email to our administration stressing the importance of staff safety and the 5 tactical priorities. I spoke about how this doesn't line up with policy and the reason we have limited staff on 1st watch is because all the clients are locked in their rooms. We will be discussing this more with Admin in an attempt to ensure that all orders outside the norm are run past and approved by at least two Security Supervisors. We are not done trying to thwart this option for 2nd or 3rd watch either. We cannot allow orders that compromise the integrity of the facility or staff safety ever but even more so during a staffing shortage.

Vice President Report:

- **Lmc stuff**
 - ✓ 21 different suggestions brought forward and not totally against them
 - ✓ Staff appreciation day and start to push to get employees there, talked about last year doing separate
 - ✓ Email of goggles from DCT meeting
 - High risk areas
 - Hours discussed of OT

Chief Steward's Report/MSOP:

- **Couple of things settled: Bidding/Seniority- that's the way you guys want it, it was fixed- Employee said she was going to sign a card after fixing it.**
- **Few other things were fixed before grieving.**
- **Jenn doing NEO this month since Sabrina is out.**

Chief Steward's Report/MSOCS & CARE:

- **LMC Thursday**
 - List of open spots, lots of moving going on
 - Transition of positions from hst to bma- no criteria given to labor, issues with pay
 - DHS liaison meeting -paul said , one of the hurdles is following the dollars, depends upon county house is in. Should be a cut try when we can bring it forward- regarding funding piece of it
 - Heather has been talking with Supervisors about pay issue- transitioning from hst to bma, not sure how they can say it is based on new admissions. She wants to keep working on it at each LMC meeting. Chris suggested to contacted the county commissioner's in those district to take it seriously that this is an issue.
 - 2 open investigations
 - New one coming up from Saturday involving 3 people. Staff have had this hanging over their head for long time, and labor hasn't not gotten any information
- **CARE:**
 - If we could get someone or an active steward, but Heather doesn't know the facility. Art suggested we should have a sight visit set up. Men/Women can go inside, men just cannot work there.
 - Jess asked if we have set up a Meet and Confer at Jennifer House? Heather responded that other sights are transitioning, and the topic is coming up, but the frustration is that the Employer is not answering the questions being asked. Clients are getting banned from attending places in Cloquet because of

police calls. Construction going on, and staff is trying to get clients out of road, chasing guys in roads, it is challenging work.

Field Rep's Report:

- Paul Gammel is permanent employee of AFSCME Council 5
- Front line worker pay
 - Half of it was allocated based on the legislation. Emails will be going on August 15th.
- AFL-CIO and Council 5 convention- delegate dinner on Friday, and delegates
- Packet did go out to Locals for Negotiation delegate/proposals.
- Local should put together as many proposals as they should.
- Workers market is going to be now, and proposals have to be sent to President and Vice-President-DO NOT send via email, physically give to Officers.
- The date sheet to be given to Local Officers to stewards can get then posted in sites. Local can collect for Local October 18th at our meeting all proposals. Announcement will be made, and stewards will be asked to help. Money will be handled by Master Negotiation Team.

Political/PEOPLE Report:

- Requesting the Vote for AFSCME endorsed candidates
- Kudos for donor amounts from our Local by Paul Gammel

Safety Committee Report:

- MSOCS-Meeting is August 11th, every 3 months the meeting is held

Old Business:

- Bank signers- will be handled this Wednesday

New Business:

- Nominations are open for AFL-CIO delegates
 - Chris St. G, Rachel N, Jessi L
- Nominations are open for AFSCME Council 5 Convention
 - Chris St. G, Heather S, Jessica L, Sabrina S, Rachel N, Art M nominated
- August 15th nominations will be closed
- Motion for both AFL-CIO and AFSCME Council 5 convention to pay mileage, hotel, Per Diem for conventions, friendly amendment to pay lost time for ones eligible to be at conventions, discussion about how people are able to get vacation for something a year out, both for friendly amendment and the original motion, M/S/C- 1 board member opposed the amendment and the original motion
- Governance training Sept 21-Cloquet library-9am

Good & Welfare:

- John Busha- fractured bones from accident
- Dave G had death in the family
- Nancy Bantu still out from work-pass the hat

Motion to Adjourn: 6:08pm

Reminder Next meeting: Monday, Sept 12th, Board 5pm general meeting