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| **meeting Minutes** |
| General membership |
| Date: 01/18/24 |   |
| Time: 4:30pm |   |
| Meeting called to order by:  | Ryan Cates |

**In attendance**

Steaed Doehring, Ryan Cates, Mike Hohenstein, Eric Manriquez, Cory Moon, Matt Stenger, Kyle Heinze, James Kibler, Cami Baune, and Michael Jacobson

Zoom – Antonino Guerrero

**Secretary Report**

**Steaed Doehring**

**Steaed made a motion to approve the minutes from last month. 2nd by – J. Kibler, Passed**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month – $102,029.02**

**Income for the Month – $7,637.01**

**Expenses for the Month**

* **Officer Allowances and Stewarding – $3,985.23**
* **Reimbursed Expenses: Rochester Mileage NEO – $148.03**
* **Supplies – Office $106.80**
* **New Member Orientation – $134.34**
* **Labor management Meetings – $291.68**
* **Donations – $1,000**
* **Good & Welfare – $654.00**
* **Christmas Party - $670.72**

**Total Expenses – $6,990.80**

**Amount in Checking Account End of Month – $102,675.23**

**Amount in Savings Account End of Month – $260,201.40**

**Combined Total – $362,876.63**

**Discussion: We will investigate adding a second account to maintain FDIC insurance.**

**Motion to accept, subject to audit by – M. Stenger**

**2nd by – C. Moon, Passed**

**correspondence**

* None

**Comitee reports**

* **Holiday Party – January 18th @ the WOW ZONE in Mankato from 6pm to 11pm.**
* **The Holiday Party had a good turnout. 101 members plus their families attended.**

**Thank You for participating!**

* **Special Thanks to Rachel Dauk for picking up the prizes!**
* **Prize Winners: Megan Pool, Nick Weerts, Eric George, Sara Garcia, Beau Drouillard, Antonino Guerrero, Yeugeiny Schindler, Doreen Mead, Trent Pool, Rebecca Mensing, Robyn Deulae Minck, Michael Soukup, Nicole Volk - Congratulations!**

**Eric Manriquez will contact the winners to arrange pick up.**

**Officer Reports:**

* **President - Ryan Cates**

**This past month I have…**

**Attended and led Forensic meet and confer- Notes are attached to the meeting minutes.**

**Attended MSOP meet and confer- Notes are attached to the meeting minutes.**

**Attended meet and confer for CBHH/CARE**

**Chaired the Executive Board meeting.**

**Chaired the General Membership meeting.**

**Filed multiple grievances and sat investigations.**

**Attended New Employee Orientation at Rochester CBHH and CARE St Peter**

**Talked with members in multiple work areas, answered their questions and listened to their concerns.**

**Presented and argued grievances.**

**Communicated information to E-Board members about issues facing the Local**

**Met with CBHH management about schedule changes.**

**Sent denied grievances to arbitration.**

**If any member of Local 404 feels they are not being represented by our Union, please let me know.**

**We cannot fix problems if we do not know there is a problem.**

**We ask that all members who are interviewed as non-subjects in an investigation, request Union representation. If management refuses, then members should refuse to answer questions. Participation in investigations is completely voluntary and they cannot coerce you to answer their questions. We need to do this to compel management to discontinue their practice of refusing to allow Union representatives into investigations.**

* **Vice President - Administrative - Matt Stenger**

**I’ve attended MSOP and FMHP meet and confers this month. Also filed a class action grievance on behalf of the 12-hour shift employees that had their holiday hours reduced to 10 hours because a bad interpretation of the contract by HR. We had a great turn out for the AFSCME holiday party so thank you to everyone that attended. If you have any questions or concerns, please reach out to me.**

**In Solidarity,**

**Matt**

* **Vice President - Steward Coordinator – Eric Hesse**
* **Chief Steward Lower Campus – Kyle Heinze**

**This past month I have attended NEO, attended meet and confer, attended the local meeting, talked with members and answered questions. If any members have questions or concerns, please reach out to me and I will try to help.**

* **Co-Chief Steward FMHP and Nursing Home – James Kibler**

**Attended FMHP monthly meet and confer to address concerns from the membership. Filed grievances and met with local management on active grievances. Represented multiple members during investigation interviews. Attended the FMHP Emergency Radio back-up plan committee meeting. Met with individual members on specific concerns/question.**

**-James Kibler**

**Chief Steward-404- FMHP**

* **Chief Steward Communications / Membership – Eric Manriquez**

**This past month, I attended the MSOP, FMHP and CARE/CBHH Labor Management meetings, the E-board & General Membership meetings, and went to CBHH Rochester for NEO and to meet with staff.**

**I also sent out some communications to the membership regarding this month’s meeting and sent out a communication regarding the AFSCME Local 404 holiday party in January 2024.**

**If any members have any questions and/or concerns, I encourage you to reach out to myself or any of the officers who would be more than willing to help answer or address them.**

**In solidarity,**

**Eric Manriquez**

**Chief Steward**

* **Chief Steward Overnights – Cory Moon**

**Cory Moon “Noc’s Chief Steward-Been in communication with staffing from Grove-A after the recent events that took place. Documenting concerns in regard to safety/security as well as staffing levels. Filed 2 grievances and met at step 1 for both. Attending meet and confer for 1/17/24.**

* **Chief Steward CBHH / CARE – Rick Pitts**

**I met on grievances at MSH and Care this month.**

* **Co-Chief Steward FMHP / Nursing Home – Marvin Sullivan**
* **Chief Steward MSOP – Nick Weerts**

**The last month I attended our MSOP Labor Management meeting. I also facilitated the MSOP Union NEO class and did seniority lot draws for both MSOP & Forensics.**

**I sat 4 staff investigations across MSOP & the FNH. I also filed a couple of scheduling grievances on behalf of staff.**

**I continue to visit MSOP residential units when able and other support staff areas to check in with staff. I’m always reachable by phone/email if a concern arises and we don’t typically cross paths.**

**Communication continues to be key to our success & strength, so Members are encouraged to reach out with concerns/observations. Please see www.union404.com for all meeting minutes. I would encourage all members to reach out for accurate answers & information when they are concerned about something.**

**Happy New Year!!**

**Nick Weerts**

**MSOP Chief Steward**

**1.18.24**

* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

**Happy New Year! This month Nick Weerts and I have gone around to several units a couple of times to engage with members, inform them of what’s been going on, what’s coming up and answer any questions they have. I attended several NEO classes to help give presentation on AFSCME and welcome new members. I have also attended MSOP Labor Management Meeting, E-board Meeting, and the General Membership Meeting and continue to track all grievances.**

**Please send me your grievances and ALL responses to grievances.**

**Jamie Schwartz, E-Board**

* **Executive Board – Logan Smith**
* **Council 5 Field Representative – Suzanne Kocurek**

**Field Rep report:**

**Field rep and Director Eric Halverson will be doing tour of St. Peter on 1/23.**

**Suzanne Kocurek has been permanently assigned L404 coverage and DHS liaison coverage.**

**Notice about work on Holiday pay following state laws around Fair Labor Standards Act (FLSA) has come out from Council 5. This is covered under our contract “savings clause,” which notes that contract language cannot violate a law.**

**Contract books are in and FR working on plant to get to leadership.**

**Thanks**

**Suzanne 612-499-5786**

**Old Business:**

**New Business:**

Motion: For $150 to pay for office supplies was made by M. Stenger and 2nd by S. Doehring - Passed

Council 5 has a Financial Training class on 2/21 for Union Officers.

Motion: To pay per diem for officers that want to attend this training was made by J. Kibler and 2nd by M. Stenger - Passed

A meeting with Forensic Management has been requested to discuss Grove-A concerns. Cory Moon will be in contact with those staff that would like to attend this meeting.

Logan Smith is a new E-Board Member. Welcome Logan!

Suzanne Kocurek is our new Council 5 Field Rep. Welcome Suzanne!

If there are members that are not getting Emails from Steaed Doehring or Eric Manriquez, Please Email us and we will make sure that you are added to the distribution list.

**Items from the Membership:**

B. Zarn brought up straight shifts, for some, in Forensics. There was discussion regarding the Pros and Cons, and the potential of management attempting to implement a 6-2 rotation. Look for a survey from Ryan Cates.

Good and Welfare:

Codi Dvorak has been approved for vacation donation - Codi Dvorak is an Office Administrative Specialist, senior with MSOP. <https://workplace/dct/Lists/DCT_Annoucements/Attachments/11931/Vacation%20Donation%20Flyer%20-%20Codi%20Dvorak.pdf>

Dave Wiederich (Retiree) passed away – Condolences to Erin and family.

<https://gofund.me/8030965c>

**Next meeting**

Next Meeting: Jake’s Stadium Pizza, Mankato Time: 4:30pm

Adjourned at – 5pm