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| **meeting Minutes** |
| General membership |
| Date: 02/20/2025 |   |
| Time: 4:30pm |   |
| Meeting called to order: Ryan Cates |   |
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**In attendance**

Ryan Cates, Steaed Doehring, Joe Bluhm, Eric Manriquez, Kyle Heinze, Cassy Rydell, Jamie Schwartz, Nick Weerts, Cory Moon, Miranda Goodman, Antonino Guerrero, Suzanne Kocurek, Cami Baume, Kelly Owen, Kristy Christensen, Logan Goettl, Mat Wangen, Jessica Butler

**Secretary Report**

**Motion to approve the minutes from last month, seconded, and carried.**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month: $127495.92**

**Income for the Month: $33465.65**

**Expenses for the Month**

* **Officer Allowances: $3654.30**
* **Reimbursed Expenses: $1849.22**
* **Supplies: $1365.00**
* **New Member Orientation: $219.77**
* **Labor management Meetings: $460.63**
* **Education Training: $1202.08**
* **Holiday Party: $13228.50**

**Total Expenses: $21979.30**

**Amount in Checking Account End of Month: $138982.27**

**Amount in Savings Account End of Month: $270629.25**

**Combined Total: $409611.52**

**Motion to approve - subject to audit - seconded and carried.**

**correspondence**

* None

**Comitee reports**

* **Banner – In the design phase**

**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

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

Attended the picket for respect and dignity for our members in the workplace

Attended the Fund Our Future rally in St. Paul

Dealt with anti-Union pushes by freeloaders in our Local

Worked with new officers

**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 - Eric Hesse**
* **Vice President - Steward Coordinator – Nick Weerts**

It was a busy month across Campus, and I see that continuing for the foreseeable future. I did facilitate the Union orientation for the February NEO class, as well as the subsequent seniority Lot Draw. I attended the MSOP & FMHP Labor Management meetings as well as our monthly E-board & General Membership meetings. On February 27th, I will be in Rochester for the CBHH Labor Management meeting as well.

I sat 3 investigations for Staff the last month as well as filed a number of grievances on behalf of Staff. A Step 2 grievance was filed & ultimately denied. I also presented 3 different Step 3 grievances at MSOP Labor Management this month, the outcomes of those are still pending.

We currently have site visits to the Forensic Nursing Home & North Campus scheduled in the coming week. Myself, and other available E-board members will be meeting with staff and management of these sites. I have also made regular rounds throughout MSOP and CPS units visiting with Staff. There were, what feels like, endless meetings & conversations with HR—and while not very fruitful, they definitely take up time in the day. There were also a number of impromptu meetings with Management regarding various issues or concerns that impact staff.

There was a meeting this last month with MSOP Administration, Health Services leadership, as well as MNA leadership to discuss the increasing Client needs on the first floor of Pexton and the roles/responsibilities of staff in meeting those needs. This was the first of future meetings regarding this changing population.

On February 21st, there was an informational picket to aide in publicizing a litany of long-standing issues across this campus & its programs. A big THANK YOU to all the staff who cycled through on that cold windy day to support these important causes. I also want to thank those who shared their stories with the media [Star Tribune, Mankato Free Press & KEYC TV] who covered the picket that day. While these work actions won’t change the world in one day, it continues to bring attention to issues that are worthy—as well as reminds those in positions of power that our stories can, should and WILL be told.

There will be another Steward training on Thursday March 6th. If anyone is interested in becoming a Steward or having a refresher--- please join us. Stay tuned for future training opportunities in the coming months.

I just received a shipment of PEOPLE hoodies and continue to contact members who were hired in the last few years and opted to donate money to PEOPLE [Union Political Action group] about hoodies. Those hoodies are coming from PEOPLE and are not something purchased by Local 404 or Council 5. I’ve slowly began to deliver these to staff across campus, so if you see anyone with one or hear that people are getting them—that is where these are from. Members that might be interested in supporting PEOPLE can do so through Memberlink. You can also reach out if you have any questions and I can try to assist you.

I continue to encourage Members to reach out with concerns/observations. Communication is key to all of our success! 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.

Nick Weerts

Vice President Steward Coordinator

2.23.25

* **Chief Steward Lower Campus/Forensic Nursing Home – Kyle Heinze**

This past month I have attended NEO, attended meet and confer, attended the local meeting, attended the delegates conference, attended the Holiday party, went around and handed out fliers about our information picket we had at lower access, went to the capital to meet with legislatures, met with CARE members to talk to them about the closure, filed and presented 1 grievance, met with management to discuss members concerns. If any members have questions or concerns, please reach out to me and I will try to help.

* **Chief Steward CBHH/CARE/Communications – Eric Manriquez**
* **Chief Steward FMHP Overnights – Cory Moon**

Cory - I Attended meet and confer and the informational picket held on Fri, filed multiple grievances, fielded questions, and addressed concerns from members.

* **Chief Steward Grove A– Cassy Rydell**
* **Chief Steward FMHP – Richard Pitts**

I sat three investigations and talked to various members on OT issues.

* **Chief Steward – Joe Bluhm**

Throughout the month I met with several members, heard their concerns, and answered questions. I attended MSOP and FMHP labor management meeting, Health and Safety Forensics committee as an AFSCME representative, E-board meeting, and the general membership meetings.

* **Chief Steward – OAS/Pharmacy Tech/LPN – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**
* **Executive Board – Logan Smith**
* **Council 5 Field Representative – Suzanne Kocurek**

**Old Business:**

Informational Picket on 2/21

Day On the Hill is on 4/1 – Contact Eric Manriquez if you are interested in attending.

**Motions:**

* Motion made to pay 144.96 for Zoom for the year, seconded, and carried.

**New Business:**

We Won the DHS statewide grievance regarding personal email.

The NOCS “Reset” grievance is at Arbitration/Mediation.

The LPN Bonus grievance is at Arbitration/Mediation.

Virtual strike training being offered by C5 – [Register NOW](https://click.actionnetwork.org/ss/c/u001.v2UrIOJHHKkg0Pk-aGvhy_TtrWBBAnh9vPhfXW55SOYJbs4UkOgVYzt8AGOsvCuMwIpWFY2t1Yu9ic6q-FJExTfKzel8bHMGhNO7CNP-n3g82dPASQbwJ7ZGpe1eylmFh1I8nGbrj0jFA4TWoQyF-N3ObBmDMabNuGOu9q7neKEXV6bEc8ACAEvlbeyZJQxXJ4riyJqMFS2sbeh5g6h6AvOPcPJTGoST0NRHR9ktJcpFRWOztG911Yzgiob1JIuuJIXyw-8RW_mqrU3JdY3qK7c0UrRn5Gf33hMNMS7MQtsyJiF34nCl3eVLg76AUltZH8h1XpHyUQm5EYqrWqbLfnXBjI5UjlmvishdhN20soM/4dw/t70GQL0vRjeBtParSH1ESQ/h1/h001.ZIzwX4BQSFou5rm_zwFPm838iJBRPEMQjGxrZ8pt3B4) for a Strike Training session to learn about your rights, the bargaining process, and how to prepare if a strike becomes necessary. These trainings will cover what a strike is (and isn’t), legal considerations, and strategies to support your contract negotiations team.

Open to all Minnesota state employees represented by AFSCME Council 5.

Feb 26, 2025 – 5:00 PM to 8:00 PM

March 6, 2025 – 5:00 PM to 8:00 PM

March 10, 2025 – 5:00 PM to 8:00 PM

We have requested BMS to help with the grievance process, as it is broken due to HR over stepping.

Comp time is not currently included in the new ESST law, according to HR.

FMHP – SIP for Nocs 6:30-7am coming soon.

**Good and Welfare:**

**Union Members,**

**When you call in sick on a holiday, it means that a coworker is forced to stay against their will, inversed to another shift, losing time with their family and disrupting their plans.**

**Emergencies happen, and we support each other when they do. But if it's not truly necessary, please be mindful of your coworkers—your choice affects their holiday too.**

**Next meeting**

March 20th, 4:30pm, Jake’s Stadium Pizza in Mankato

Meeting adjourned at: 05:30pm