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| **meeting Minutes** |
| General membership |
| Date: 03/20/2025 |   |
| Time: 4:30pm |   |
| Meeting called to order: Ryan Cates |   |
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**In attendance**

Ryan Cates, Steaed Doehring, Max Arroyo, Joe Bluhm, Kyle Heinze, Jamie Schwartz, Nick Weerts, Suzanne Kocurek, Antonino Guerrero, Matt Wangen, Travis Snyder, Patrick Cusack, AJ, Logan Goettl

**Secretary Report**

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

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month: $138982.27**

**Income for the Month: $9303.64**

**Expenses for the Month**

* **Officer Allowances/Stewarding: $4959.06**
* **Reimbursed Expenses: $1424.07**
* **Holiday Party Prizes: $1597.03**
* **New Member Orientation: $226.56**
* **Labor management Meetings: $456.46**
* **Donations: $0**
* **Retirements: $0**

**Total Expenses: $8663.18**

**Amount in Checking Account End of Month: $139622.73**

**Amount in Savings Account End of Month: $271376.63**

**Combined Total: $410999.36**

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

**correspondence**

* Day on the Hill 4/1

**Comitee reports**

* **Banner – 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

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 Fund Our Future rally in St. Paul

Dealt with anti-Union pushes by freeloaders in our Local

Talked to Legislators about problems we are dealing with.

**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**

The last month continued the trend of being busy. I, again, facilitated the Union orientations for the March NEO class and the subsequent seniority Lot Draw. I attended MSOP Labor Management & our monthly E-board & General Membership meetings. Due to being on vacation I was not at FMHP Labor Management. I also attended & supported the Steward Training that was offered this month and will be attending the Contract Training that is scheduled for April 7th.

I did sit 4 investigations for Staff the last month, with undetermined outcomes at this time. Though will follow up as needed and file any applicable grievances.

I, along with other board members, was able to make a variety of site visits this past month- including to North Campus & Forensic Nursing Home. We also had a follow-up meeting with FNH Administration. I continue to make regular rounds throughout MSOP and CPS units. Frequent impromptu meetings with Management and Members continue to happen as we strive to address ongoing concerns and issues. There are future site visits to a variety of work areas currently being scheduled as we continue to make regular visits to members work areas.

I’m continuing to delivery PEOPLE hoodies to members who donate to that group, though it’s a tedious process tracking folks down & procuring all the necessary sizes! But rest assured, you won’t be forgotten--- there are just a lot of folks on the list! Please remember that if you see these hoodies, they are not provided by Local 404 or Council 5—but are from PEOPLE [Political Action Group] -- I’m just coordinating their delivery!

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 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

3.29.25

* **Chief Steward Lower Campus/FNH – Kyle Heinze**

This past month I have attended meet and confer, attended the local meeting and steward meeting, attended the informational picket, went to the capital to meet with legislatures, filed and presented 1 grievance, did a site visit to the nursing home and North Campus with fellow officers, 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/Communications – Eric Manriquez**
* **Chief Steward FMHP Overnights – Cory Moon**
* **Chief Steward Grove A – Cassy Rydell**
* **Chief Steward FMHP – Richard Pitts**

Attended meet and confer and spoke with several members on small issues. No investigations. thanks

* **Chief Steward – Joe Bluhm**

Throughout the month I attended MSOP Labor Management, Forensics Meet and Confer, FS Safety Meeting, Patient Safety Committee, FMHA Safety Meeting, E-Board, General Membership, New Employee Orientation and Steward Training. I met with several members to hear concerns, sat investigations, and a Loudermill.

As always, please reach out to me with any safety or union concerns.

* **Chief Steward – OAS/Pharmacy Tech/LPN – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

In March, I helped with presenting the AFSCME NEO class to help strengthen our membership. I also attended the MSOP Labor Management Meeting, a meeting with management at the Forensic Nursing Home, the E-Board Meeting, the General Membership Meeting, and the Negotiations Assembly in Minneapolis. Reminder to forward me any grievances for ALL steps and any responses received for an outcome.

In Solidarity-

Jamie Schwartz, E-Board

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

The class action grievance related to LPN hiring incentives is currently at the intent to arbitrate stage.

The overtime grievance concerning the employer’s refusal to award appropriate compensation is still in progress and actively being addressed.

**Old Business:**

**Motions:**

* A motion was made to transfer $50,000 from the checking account into a new savings account to ensure continued FDIC insurance coverage. The motion was seconded and carried.
* A motion was made to implement a progressive membership drawing, beginning at $150 and increasing by $50 each month, up to a maximum of $600. To be eligible to win, members must be present at the general membership meeting, either in person or via Zoom. If the progressive drawing is not won by the Holiday Party in January, the amount will be added to the prize drawing at that event. The motion was seconded and carried.

**New Business:**

* CARE staff incentives: A counterproposal is currently in development.
* **Day on the Hill** – April 1st
* The supplemental agreements (Supps) will be reviewed at the April 17th meeting.
* **Quarterly Steward Meetings** – Scheduled for June 19th and September 18th, immediately following the General Membership Meeting.
* Discussion was held regarding the local’s Facebook pages and whether non-members should have access. A vote on this matter will take place at next month’s meeting.
* Local 404 will be conducting a contract training on Monday, April 7th, 2025, at Jake’s Stadium Pizza in Mankato from 4p – 8p. This training is for anyone who would like to know more about how to navigate the contract and to be a little more familiar and comfortable with this document that impacts us all.

**Good and Welfare:**

**Next meeting**

Our next general membership meeting will be on 4/17 @ 10:30pm Zoom Only.

Meeting adjourned at: 5:10pm