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| **meeting Minutes** |
| LOCAL 404 General membership |
| Date: 06/18/2025 |   |
| Time: 4:30pm |   |
| Meeting called to order: Ryan Cates |   |
|  |  |

**In attendance**

OFFICERS:

Ryan Cates, ~~Eric Hesse~~, Nick Weerts, Steaed Doehring, Antonino Guerrero, Cassy Rydell, Eric Manriquez, Cory Moon, ~~Rick Pitts~~, Max Arroyo, Kyle Heinze, Joe Bluhm, Mike Hohenstein, Jamie Schwartz, ~~Logan Smith~~

MEMBERS:

Deb Burns, Nicole, Amy Wills, Katarina Hanson, Will Moore, Patrick Cusack, Melissa Reichel, Ben Zarn

**Secretary Report**

**Steaed Doehring**

**Minutes from the previous General Membership meeting were made available for review. (Modified Treasurer Report)**

**A motion to approve the minutes was made, seconded, and carried without objection.**

**Updates since the last meeting:**

* **Attended all scheduled Labor Management meetings and documented key discussion points for union follow-up.**
* **Maintained official union records, including minutes, officer reports, and correspondence.**
* **Collaborated with officers on agenda planning and constitutional updates.**
* **Published recent meeting minutes and event updates to the** [**Local 404 website**](https://www.union404.com/) **for membership access.**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month: $130619.59**

**Income for the Month: $9514.34**

**Expenses for the Month**

* **Officer Allowances/Lobby Week/DOTH/Negotiations/Stewarding: $10213.22**
* **Reimbursed Expenses/Mileage/SEPC/Arbitration: $1128.40**
* **Supplies/Membership/Office: $3176.72**
* **New Member Orientation: $97.30**
* **Labor Management Meetings: $826.85**
* **Good and Welfare: $150**
* **Retirements: $150**

**Total Expenses: $15742.49**

**Amount in Checking Account End of Month: $124391.44**

**Savings Account (Reserve Fund):**

**Maintained in accordance with AFSCME financial guidelines to support upcoming union expenses, reimbursements, and emergency needs. The Treasurer reviewed this balance during the meeting, and it is available upon request.**

**A motion to approve the Treasurer’s Report, subject to audit, was made, seconded, and carried without objection.**

**correspondence**

* [Push Week](https://click.actionnetwork.org/ss/c/u001.XaF8mXqsA6b2dSPmhsleMWMvaUlL22JTEiXpqPOG6jGceFpmobSuZcfSGApPCwrtMmznoctk7CCJ60atKbDmTSBSmNI3MBr_W3kcUfV5VQxTaRQ7sCK3NNfSaZjEY0Mt_OzLYzKtfKXQLcSTQXhf5ygZTfsQdr5eRZZvhnQRhh8AeOoL6NvUdecRb0nVsWynaMH85splbRKv_kJ4e8N7HLhs48jIitIYQjFja7shuju3_DmFwFTswD1VNpUJ90Gpl9S4sV8xx35uAREH7NvLqGyKCidYG7zB0lIwGFSGdUDYf5jlxM86-T58JL1tKtXFKbFzwEizVNE9BJmo0825xK0MIhMpuGUtylQ85M8Ckac/4hm/gTKGfi5tQ5Scyj1KQ9kQWQ/h1/h001.W8x2ngjB5ug-o-yVAmqEJ0VP0zBFpDy8sxYOzPpq55Y)

**Comitee reports**

* **Banner – No new updates at this time.**
* **By-Laws – The next committee meeting is scheduled for July 3, 2025.**

**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
* 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**
* **No report submitted.**
* **Vice President - Steward Coordinator – Nick Weerts**
* This was another active month here on the St Peter Campus. I attended Forensics Labor Management meetings, as well as our monthly E-board & General Membership meetings. I was on vacation the week of MSOP’s Labor Management meeting. I also helped facilitated the June NEO class and subsequent seniority Lot Draws for new members. Later this week I will be in Rochester for the CBHH Labor Management meeting as well. On June 13th I attended the AFSCME Strong Leadership Conference in Minneapolis.
* I organized a site visit to the Forensic Nursing Home and currently am working on setting up visits to other sites. I continue to frequently visit the various work areas and shifts across MSOP. I also meet regularly with Human Resources and Administration regarding a variety of issues and concerns that arise outside of scheduled Labor meetings.
* I sat 10 investigations over the last month, as well as filed grievances related to discipline and improper inversing on behalf of Staff. These are currently pending grievances without hopeful outcomes in July.
* My slow delivery of PEOPLE hoodies to VIP donors is continuing. Remember if you see hoodies, these are not purchased by our Local, but instead come from the Political Action Group- PEOPLE. I am just assisting in getting them to the donors they are meant for. If you were interested in joining PEOPLE, that can be found through Memberlink.
* 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
* 6.22.25
* **Chief Steward Lower Campus/Forensic Nursing Home – Kyle Heinze**
* This past month I attended meet and confer, attended the general membership meeting, filed and presented several grievances, talked with management to address members concerns, took care of a payroll issue for members before it became a bigger issue and sat 2 investigations. If anyone has questions or concerns, please reach out.
* **Chief Steward CBHH/Communications – Eric Manriquez**
* Hello fellow members.
* This past month, I attended the MSOP and CBHH – Rochester Labor Management meetings, CBHH – Rochester NEO, and our E-Board and General Membership meetings. I also attended the AFSCME Council 5 Leadership Conference, as well as the Push Week Rally that were held this month in Minneapolis.
* I unfortunately was not able to attend the FMHP Labor Management meeting due to being out ill.
* There were no grievances filed from me this month, or any investigations.
* Throughout the month, I met with some members for general questions or check-ins.
* I will continue to reach out/check in with staff throughout the month as well as offer assistance when and where possible.
* As always, please feel free to reach out to myself or any other officer with any questions or concerns that you may have. We are more than happy to help when/where we can.
* **Chief Steward FMHP Overnights – Cory Moon**
* Cory Moon (Noc’s Chief Steward)- Attended meet & confer, Attended Noc’s safety committee meeting, investigated grievances & responded to emails. Got cards filled out for goodness and welfare.
* **Chief Steward Grove A – Cassy Rydell**
* April:
* Attended April Labor Management, E-Board and General Membership meetings.
* AFSCME Council 5 Day on the Hill at the State Capital
* May:
* Attended Loudermill and got the initial disciplinary decision overturned.
* Filed multiple grievances and sat meetings with management/supervisors.
* Grove A North Campus site visit to connect with staff over important issues and hear concerns.
* Took part in the AFSCME Supplemental Negotiations May 14th – 16th
* Attended May E-Board and General Membership meetings.
* June:
* Filed and presented Step 1 grievance regarding holiday scheduling – this grievance was won at step 1.
* Filed and presented Step 1 grievance regarding wrongful inversing – waiting on response to this grievance.
* Sat an investigation meeting and supported member throughout the experience and process.
* Attended June Labor Management, E-Board and General Membership meetings.
* **Chief Steward FMHP – Rick Pitts**
* **No report submitted.**
* **Chief Steward – Multi-Area Support – Joe Bluhm**
* This month I sat multiple investigations. Attended meet and confer, general membership meeting, and E-Board.
* **Chief Steward** **– LPN – Max Arroyo**
* **No report submitted.**
* **Executive Board – Mike Hohenstein**
* **No report submitted.**
* **Executive Board – Jamie Schwartz**
* This month I attended the New Employee Orientation, E-Board Meeting, General Membership Meeting, Push Week Rally in Minneapolis and site visits. I have been fielding a lot of questions regarding our insurance, FMLA, and explaining what a floating holiday means. I would also like to remind everyone if you are calling in sick, please stick to the script… “This is \_\_(name)\_\_\_\_ and I am calling in sick for \_\_\_\_\_(shift)\_\_\_\_\_.” If you are calling in sick just for 2 hours, then state the specific time from for example, 6AM-8AM. FYI-The OD or AODS cannot mark you down for tardy if you state you’re sick for 2 hours. They also cannot tell you they have your shift covered so you don’t need to come in at 8AM. If you have questions about anything, please ask a steward. If you’re a steward, please send me all your grievances and responses to all steps.
* In Solidarity,
* Jamie Schwartz, S2E SCL and Local 404 E-Board
* **Executive Board – Logan Smith**
* **No report submitted.**
* **Council 5 Field Representative – Suzanne Kocurek**

**Old Business:**

**•** The grievance regarding the LPN bonus is currently at arbitration.

• There is no update on the LPN Lead classification at this time; information is expected following the DCT split.

**Progressive Drawing $300**

* **Dion Thomas – Not in attendance**

**Grievances Won:**

**Motions:**

* A motion was made and seconded to approve spending up to $200 for lunch for Rochester members during labor management meetings, to be held every other month. The motion carried without objection.

**New Business:**

* Earned Sick and Safe Time (ESST) – It was clarified that comp time is not approved for use under ESST. Only vacation time may be used.
* Contract Negotiations Update – Push Week is underway, and negotiations are not going well. The employer has proposed minimal raises, frozen steps, and harmful changes to healthcare. Our union has filed multiple Unfair Labor Practice charges and continues to push back. Member solidarity and involvement remain critical.

**Items From the Membership**

* A member proposed adding a section to track grievances that have been won. The minutes have been updated to include this section.
* A member inquired about SIP programming for FMHP from 1:30 PM to 2:30 PM. This will be brought forward at the next FMHP Labor Management meeting.
* Highlights of the agreed-upon supplemental agreements will be distributed to the membership.
* Concerns were raised about the North Campus bus, specifically a mirror being held up with binder clips. Additional items noted include the need for a bubble mirror, ICS light, and signage for the emergency entrance. Cassy will follow up with Gary Enneking.
* Forest View was reported to need additional radios, and concerns were raised about Security Reports not being followed up. These issues will be brought to the Safety Meeting.
* Prairie View also reported needing more radios. This concern will be brought to the Safety Meeting.
* "Professionalism" signs have been placed in MSOP breakrooms. Members are reminded that professionalism applies to all staff—including supervisors and management. The [Respectful Workplace](https://mn.gov/mmb-stat/policies/1432-respectful-workplace-policy.pdf) policy applies equally to everyone, regardless of position.

**Good and Welfare:**

* “Kitchen Connie” is retiring after nearly 45 years of service – Congratulations and best wishes on a well-deserved retirement!
* Condolences were extended to our members who have recently lost loved ones. Our thoughts are with them during this difficult time.

Stay informed—check the [Local 404 Calendar](https://www.union404.com/calendar-events) for upcoming events, trainings, and meetings. Log in to [MemberLink](https://members.afscmemn.org/) for bargaining updates, union news, and member resources.

**Next meeting**

07/17/25, 4:30pm, Jakes Pizza, Saint Peter and on Zoom

\*Steward meeting following general membership.

Meeting adjourned at: 5:45pm