

AFSCME LOCAL 517 GENERAL MEMBERSHIP MEETING MINUTES November 23, 2009

1. Call to Order: The meeting was called to order at 11:35 a.m.
2. Automatic Dues Increase: There will be a dues increase of \$.60 per month beginning in 2010 for full members. International receives \$.20, Council 5 \$.35, and our Local \$.05. The fair share members are also receiving an increase and have received a letter from the Council. It is automatic because of the previous year's contract. A letter is being sent to Human Resources informing them of the change.
3. Negotiations Update:
 - As everyone knows, times are tough. At the initial meeting with Human Resources in September which included all county bargaining units, they laid out a budget complete with graphs showing how many positions could be eliminated if we received a raise.
 - Since that time we have met twice with the county. The first meeting was to give an opener. We presented an opening proposal but the county did not have one. At our second meeting, their opener was "no" to everything. We countered our modest proposal and they came back and said "no" again. Our next meeting is scheduled for December 15.
 - One bright spot is our switch to Blue Cross Blue Shield. The premiums for 2010 will be a 3% reduction, and since the county contributes a flat fee, we would share in the 3% if we kept the same contract.
 - We are looking at a two year contract. A one year term would not be a good strategy because the economy probably will not be much better. If we can't agree to a new contract, usually they agree to continue with the current language but that is not always the case. Other bargaining units are typically receiving 0% the first year and a little something the second year.
4. Secretary Report: There was a motion to approve October's meeting minutes as posted on the website. M/S/C.
5. Treasurer Report:
 - The October Financial Report was distributed for review. There was a motion to approve. M/S/C.
 - A proposed budget for 2010 was presented. Jeff stated that during the budget review process, they wanted to get more people involved for Day on the Hill (DOTH) February 17. There was a motion to approve the 2010 budget. M/S/C.
6. Chief Steward Report:
 - There are Step 3 grievances taking place.
 - Jeff just filed a grievance for a non-exempt employee in Community Services. The issue is employees not getting OT because they took PTO, vacation or sick time during the week.
 - The Truth in Taxation meeting is December 8 at 6:00 p.m. It would help to have AFSCME members attend and wear green. The proposed levy increase is 1.69%, with 1% going to the Land and Water Legacy Program.

- DOTH is on February 17 and will deal primarily with the budget shortfall. The proposal is to have the top 5-10% of earners in the state pay their fair share of taxes to help alleviate some of the shortfall. DOTH is a chance for you to meet with your legislators. The fee is \$20, and because it is political our local cannot pay for it.
7. Field Rep Report:
 - There is a Step 3 on November 30. Another was granted and another denied. The denial may go to mediation and pertains to work performance. This is a sign of the times. When times are tough, employees are expected to do more with less. When they can't keep up with the workload, it is turned into a performance issue at no fault of the employee.
 8. President Report:
 9. Holiday Party: Mark your calendars for Thursday, December 17. A flyer will be emailed to all members.
 10. Good and Welfare:
 - Local 3400 (AFSCME Child Care Providers) is having a Toys for Tots drive. Donations are being accepted at the Council 5 office through Saturday, December 12. AFSCME Child Care Providers will be presenting the donations live on KARE 11 News at 6:00 p.m. on December 14.

There was a motion to adjourn at 12:15 p.m.

Respectfully submitted,
Kathy Cunnien