

AFSCME LOCAL 517
EXECUTIVE BOARD MEETING MINUTES
9/26/2016

In attendance: Barb Christianson, Lynne Freezy, Jody Johnson, Christy Harriman, Robbin Ann Rosén, Nate Arthur, Jane Ball, Steve Despiegelaere, Annie Walton, Kristie Campeau-Perlock.

Meeting called to order 12:06 p.m.

1. John presented opening proposals for negotiations:
 - 4% across the board.
 - Range movement (steps) min/max.
 - This is the starting point.
 - Elimination of insurance openers.
 - County pay % of future increases .
 - As per what Dakota Co. is doing.
 - Some staff want COLA% increase to match health care cost increase.
 - Not the same. Premiums are not equal to wages contract.
 - Contract comes before health insurance. Could suggest bargain splits.
 - Proposed same weekend differential as other county groups.
 - County wants 2 year contract.
 - Christy H. asked if a person can be on Medicare with a post-retirement health care savings account:
 - John said yes because it's not the same as a HSA – this is post-retirement account.
 - Ramsey Co. and Hennepin Co. have these HCSPs.
 - Suggested our severance pay should be similar to other groups.
 - Proposed differential for custodians working in the jail.
 - Suggested merit pay for staff who are maxed out.
 - Used with performance evals – 3% for meets/4-5% for exceeds.
 - Based on Anoka Co.
 - Still get COLA – not tied.
 - The county:
 - Has lots of language clean up.
 - A smaller group from negotiations committee volunteered to deal with this.
 - Talked of probationary staff being able to file grievances once they start paying dues.
 - If probationary employee gets suspension, county says take away their seniority – they start over.

- We disagree with this.
 - County says they want plain language but trying to put in language like above and like eliminating the phrase “bumping rights” to use “displace”
 - It’s the county’s turn to come to us with proposals now.
 - We gave them our full proposal a week ago.
2. Discussion of classification of SWIII.
 - Question of whether this is just for Child Protection staff.
 - Other counties have this classification.
 - Staff suggested this in the survey.
 - We didn’t propose this at the current negotiations.
 3. John usually has 17 bargaining units to represent – doesn’t any more so more time for our bargaining unit.

Meeting adjourned at 1:05 p.m.

<http://afscme517.org/>

President: Lynne Freezy

Vice President: Nate Arthur

Treasurer: Barb Christianson

Secretary: Kristie Campeau-Perlock

Chief Stewards: Jody Johnson

AFSCME Business Representative: John Ewaldt