

***Membership Meeting Minutes***

***November 18, 2020***

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**5:30 PM – GoToMeeting**

**Officers**

**President** – Kathryn Bartlett-Mulvihill - *present*

**Vice President** – Tyler Albrecht - *present*

**Secretary Treasurer** – Lori Richardson *- present*

**Recording Secretary** – Kelsey Hahn – *present*

**Trustee 1** – DeAnna Braaksma - *present*

**Trustee 2** – OPEN

**Trustee 3** – OPEN

**Trustee 4** - OPEN

**Trustee 5 –** Kelly Halverson - *present*

**Trustee 6** – Debi Eveland - *present*

**Units**

CMG Aspirus Hospital

CUNA Inc. Solarus

MG&E Domtar

ND Paper Sheet Metal Workers L-565

NCSRCC IBEW 965

Verso IBEW 953

NCSRSS Training Fund WEBBF

SCFL Operating Engineers L139

Sonoco IAMAW District Lodge 66

NECA – IBEW NCSRCC

Iron Workers L-383 IBEW 14

*La Casa Norte - new*

**General Business:**

• Approval of Membership Meeting Minutes – August 19, 2020 - *approved*

• Secretary-Treasurer’s Report - *given*

• Updates from Units

* *Geoff Guy, La Casa Norte steward, new unit – won at 75%.*
* *Nicole Scheidegger, MGE chief steward – COVID leave negotiations, system upgrades & vacation impact.*
* *Sue Glodowski, ND Paper – internal restructuring, other unions also negotiating. Changes in actual work performed by members.*
* *Kathryn re: mills – already struggling & worse with COVID, Verso closure*
* *Dee Braaksma, CUNA Mutual – contract extension approved through March 2022, +92% voted to approve w/80% participation. Company cooperating with COVID coverage, extended through March 2021. Contract extension will let us better address issues.*

**New Business:**

• Constitution Updates

* *Not a huge number of changes – articles V, VIII, XII.* 
  + *Article V – longer language, updates per international, hasn’t been changed in a decade. Same general principles.*
  + *Article VIII – went from 5 trustees + member at large, to 6 trustees*
  + *Article XII – dues structure – see below.*
  + *Available on website for review*

• Change to Dues Structure – Flat to Percentage Based Dues

* *2019 convention voted to mandate change from flat rate structure to percentage*
* *Since L95 merger, we have had two sets of dues rates, single $46.50 rate in Madison and range $32.50 - $44.50 in former L95 area. DOL requires a uniform rate across all members and we need a consistent structure to ratify constitution*
* *Equity – lowest wage workers pay a higher percentage of wages towards dues than higher wage workers do – want to level the playing field*
* *Current income does not cover expenses – need to increase budget*
* *Board approved 1.25% with $90 cap (cap to increase $1/yr.)*
* *Would like to hire admin staff part time*
* *Flat structure not equitable – lower wage members pay a larger percentage of their wages towards dues than higher wage. Percentage basis makes it so that lower paid workers no longer shoulder the greater burden.*
* *If approved in February, we need to implement with employers – probably not implemented until Q2 2021*
* *Membership concerns (starting 6:27 PM)*
  + *comparisons to healthcare, gym membership as flat fees*
  + *is there a backup plan to meet budget needs if enough people opt out of paying?*
    - *Some built-in cushion on budget; ultimately if enough people opt out the union will cease to be. A big structural change that is not without risks*
    - *If this is voted down, we can reassess; worst case is trusteeship by international, could be merged into another local (loss of local control)*
  + *Adrienne – service model vs. organizing model: the union isn’t just a service; the members are the union.*
  + *Kelsey – comparable flat rate to meet budget needs would be ~$70/month, 4% for Aspirus etc.*

• Motion to move votes for these changes forward – *approved. Voting will take place prior to February 18, 2021 membership meeting; ballots will be mailed to members’ homes. Looked into digital options (ElectionBuddy etc.) but not approved by DOL – could use ElectionBuddy’ s mailing service if cost effective, potentially deliver ballots electronically (but would need to be returned by mail)*

**Adjourn 7:09 PM**