



*Membership Meeting Minutes  
August 18, 2021*

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**Meeting start via GoToMeeting 5:35 PM**

**Officers**

President - Kathryn Bartlett-Mulvihill (OPEIU L39) - *present*  
Vice President - Tyler Albrecht (CMG) - *present*  
Secretary Treasurer - Lori Richardson (IBEW L965) - *present*  
Recording Secretary - Kelsey Hahn (MG&E) - *present*  
Trustee 1 - DeAnna Braaksma (CMG) - *absent*  
Trustee 2 - Mike Pionke (CMG) - *absent*  
Trustee 3 - Nicole Scheidegger (MG&E) - *absent*  
Trustee 4 - *vacant*  
Trustee 5 - JoAnn Hake (Verso Paper) - *absent*  
Trustee 6 - Debi Eveland (OPEIU L39) - *present*

**Units**

CMG	Aspirus Hospital
CUNA Inc.	Solarus
MG&E	Domtar
ND Paper	Sheet Metal Workers L-565
NCSRCC	IBEW 965
Verso	IBEW 953
NCSRCC Training Fund	WEBBF
SCFL	Operating Engineers L139
Sonoco	IAMAW District Lodge 66
NECA - IBEW	NCSRCC
Iron Workers L-383	IBEW 14
La Casa Norte	
IAM District 10	
Construction Business Group	

**Agenda**

- Approval of Membership Meeting Minutes - May 19, 2021 - *Motion to approve Eveland, second Pionke, approved*
- Membership Update - *Bartlett-Mulvihill: Currently 684 dues-paying members, 84 non-dues-paying. Most at CUNA Mutual and CUNA Inc.*
- Business Reports - *Eveland: Unit clarifications at CUNA, preparing for negotiations. MGE outstanding issues, contract vs handbook policies, vacation restrictions from software project, timing of step increases may need to be grieved. CUNA Inc - remote work issues,*

*potential unit clarification ULP. Bartlett-Mulvihill: Active bargaining at Aspirus, contract extension at ND Paper. LCN bargaining, issues getting management to cooperate.*

- *Financial Reports - Richardson: money in checking & savings, but per cap not on July financials. Bills are up to date but income is not meeting our monthly expenses - 14k behind on Profit & Loss for Jan-July 2021. Hard to compare year over year since last year we had PPP loan income. Evica: what are terms of PPP Loan? Barlett-Mulvihill: we've applied for loan forgiveness but needs to be reviewed as part of government program, slow process, we did meet forgiveness criteria as part of qualifying for loan at all.*

### **Old / New Business**

*Proposed amendment to the Constitution, re: dues, Article XII Finances: Bartlett-Mulvihill-2019 international convention mandated change to dues structure but specific details need to be voted on by membership. Original proposal was voted down narrowly. Goal of percentage based is to be more equitable, cap lessens burden on highest-paid members - if done right this kind of structure will account for future increases rather than being revisited. Pagac: Per rules of order, proposed amendments will be read at this meeting but no formal motion to approve until next meeting & options will be discussed more in depth at that time. Hahn read amendments proposed in August 11 2021 Executive Board meeting. Bartlett-Mulvihill: new proposals have lower starting caps with phased increases, one option has same percentage as proposed but lower starting cap (\$60 vs \$90), other option has lower percentage of 1.2% but higher starting cap. Some budget proposals also cut. Some expenses will decrease with Eveland retirement. 1.25%/\$60 option initially meets only bare-bones budget, no room to add administrative staff, though will increase if membership numbers go up, whether from organizing new units or signing up non-dues-paying members. DeNeve: which proposals were approved to move forward, with "or" statement? Pagac: once motion is formally read at November meeting, membership will vote on one of the two proposals after that. Procedural vote/motion first for motion to amend, then vote will take place virtually for one of two options. Motion to vote to amend is yes/no, "or" statement only kicks in once that motion has passed. May need to change constitutional language around proposing amendments at a later date, unclear as written how to approach a yes/no vs "or" vote. Bartlett-Mulvihill: wanted to present multiple options to membership after previous proposal voted down.*

**Motion to adjourn Evica, second Pionke, adjourn 6:26PM**