



Membership Meeting Minutes
May 19, 2021

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) - *present*
Trustee 2 - Mike Pionke (CMG) - *absent*
Trustee 3 - Nicole Scheidegger (MG&E) - *present*
Trustee 4 - Kelly Halverson (Solarus) - *present*
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

New Units:

La Casa Norte
IAM District 10
Construction Business Group

Agenda

- Approval of Membership Meeting Minutes - February 17, 2021 - *Motion to approve Richardson, second Albrecht. Approved.*
- Membership Update - *New units: La Casa Norte, homeless advocacy group in Chicago; IAM & Construction Business Group are trade union staff, formerly OPEIU L9, may work more with L9 in future.*
- Business Rep Reports - *Bartlett-Mulvihill: several units have open bargaining. LCN first contract, Aspirus since last November (lots of issues here), NCSRCC, CBG. Domtar to be*

bought out by new entity based in China. Similar to past purchase of ND Paper which has gone relatively well.

Eveland: CUNA having chief steward elections, Braaksma stepping down from chief role. Several issues here, concerns with return to in-person work, restructure of admin specialist position. Looking into non-represented roles that should potentially be represented, bonus discrepancies. MGE working on CSR schedules, security camera issues, vacation restriction MOA, employee handbook grievance. CUNA Inc - three grievances filed & a ULP.

Braaksma: several new member meetings, got more members signed up, company being flexible with remote work.

Evica: Aspirus question - also SEIU here, how does this break down? Bartlett-Mulvihill: we represent front desk, billing staff, payment processing; SEIU is cafeteria, CNAs, environmental. Have been communicating with them but different wage scales; similar issues, employer trying to reduce wages & eliminate healthcare bargaining rights. Have ULP filed here for bad faith bargaining, as well as ULP outstanding from last year for furloughs not permitted by contract.

- Financial Reports - Richardson: bringing in less in dues this year than last, need to get new structure put in place.

- Old / New Business

Dues - The due referendum was voted down in early March. The Executive Board is soliciting feedback from membership regarding dues. It is important to hear from membership on this topic. There will not be a motion on dues passed at this meeting.

Bartlett-Mulvihill: referendum did not pass, biggest concern heard from membership was with cap/with dues doubling. Albrecht: attended most of meetings for referendum, sounds like issue is too much too quickly; suggesting \$10 increase/yr over period of 5 years or so.

Also member concerns with salary vs base wages for calculation. Hahn: only two levers, percentage and cap, lower percentage only works with higher cap which is unlikely to pass, lower cap/higher percentage goes against equity goals. Evica: meetings were good but process should've been reversed, meetings to develop structure rather than meetings about structure already proposed, and should've offered multiple potential options. Hahn: largely a timing issue, membership participation way up with virtual meetings but dues project started some time prior during a period when we were struggling to get member engagement.

Bartlett-Mulvihill: issue started with mandate as well as with L95 merger, two locals had differing dues structures. Int'l/DOL wanted this done by 12/31/20 due to merger rules so we have a limited amount of time for restructure. Albrecht/Hahn: discussed ranked choice/multiple options, concern was that different units benefit from different structures and would pit them against each other. Pagac: former local voted on mix of "good/better/best" structures, "better" was selected, having options helped membership feel more engaged. Board should come up with several options to present to membership.

Motion to adjourn, adjourn 6:18PM Pagac motion, Richardson second.