



Membership Meeting Minutes
February 17, 2021

5:35 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** - Mike Pionke - *present*
- Trustee 3** - Nicole Scheidegger - *present*
- Trustee 4** - Kelly Halverson - *present*
- Trustee 5** - JoAnn Hake - *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 | |

General Business:

- Approval of Membership Meeting Minutes -
 - November 18, 2020 - *amended date on page 2 (typo, changed from February 18 to February 17) approved. Final paragraph motion is unclear - amending "Motion to move votes for these changes" to "Motion to move constitution to membership vote and move dues structure with 1.25%/\$90 cap to membership vote, to be voted on at February quarterly". - Motion to approve from Sehmer, second from Albrecht. Approved.*
 - January 13, 2021 special meeting - *amended "good" to "good faith" (typo) in 1st paragraph below officer list. Added note specifying: "Read motion from November 11, 2020 executive*

board outlining voting proposals." Motion to approve from Sehmer, second from Albrecht. Approved.

- Membership update - Bartlett-Mulvihill presented document of current and past membership numbers (since 2015). Also lists number of non-dues-paying members in each unit currently. Will be presenting updates to these numbers at quarterly meetings going forward.
 - Oberle & DeNeve - what is happening at CUNA Inc? 50% opt out. Bartlett-Mulvihill - management changes during contract immediately following right to work. Previously interspace bargaining; much more combative upper management now actively encouraging members to opt out. Eveland - no member leadership/chief steward at CUNA Inc to get incoming members signed up. Pagac - we should keep members apprised of total numbers in each unit compared to opt-out numbers so that our members can be more proactive in encouraging others in their unit to contribute.
- Secretary-Treasurer's Report - Audit for Q3 & Q4 completed, P&L in bad shape. Legal expenses etc., as well as per cap for int'l & staff wages. \$16k+ deficit for Q4.
 - DeNeve - what is Chemical Bank in other income? Richardson - this is the PPP Loan we took out for 2020, would've had \$30k deficit without that. Not in repayment yet because seeking loan forgiveness through PPP program.
 - DeNeve - could we see balance sheet? Bartlett-Mulvihill - chose P&L for simpler understanding by membership but could consider. Richardson - we do have cash on hand, just trying to avoid falling behind on costs/obligations.
- Business representative reports - Eveland - CUNA Mutual COVID MOU, grievances; MGE vacation restrictions & potential unit clarification; new IBEW NECA member. Bartlett-Mulvihill - Verso shutdown impacts, multiple unions with members there, some jobs may come back if mill finds a buyer; Domtar/Sonoco/ND doing ok. Issues with strongly anti-union management at Aspirus. LCN working on first contract, bargaining will begin first week of March - IL is not right to work so will have fewer complications there.

Old Business:

- Constitution Updates - Bartlett-Mulvihill - board agreed with membership concerns combining dues and constitutional vote in one vote. Board voted February 10, 2021 to postpone constitutional vote until after the dues referendum and proposes the following motion:
 - The executive board proposes to postpone the membership vote on changes to the constitution, which was to take place on February 17, 2021, until the dues referendum is complete. The dues referendum will take place beginning February 17, 2021, with voting to be closed March 3, 2021. Once this dues referendum is complete, the executive board will propose an amendment (see 2009 Constitution Article 26) to amend Article 12, section 1A, to better define language relating to the dues policy. This constitutional amendment will be presented to membership at an upcoming special meeting.
 - o Albrecht motion to approve, Hake second. Motion approved.
 - Hahn- clarification - Bartlett-Mulvihill mentioned revisiting once dues "passed" but motion worded such that even if this dues referendum, does not pass we can begin working on constitutional language & dues policy clarification.
- Dues Referendum - Bartlett-Mulvihill - voting opened today, around 2 dozen mail ballots have gone out & electronic ballot has been sent to membership. Voting open until March 3, 2021.

New Business

- Dues Referendum - Vote Committee - Need at least 3 volunteers to review/confirm votes. Braaksma nominated DeNeve, DeNeve accepted. Some will need to be done in person. Braaksma & Pionke to count as well.

Adjourn 6:49 PM