



Special Meeting Minutes December 15, 2021

Meeting start 5:35 PM via Zoom

Officers

President - Kathryn Bartlett-Mulvihill (OPEIU L39) - *present*
Vice President - Tyler Albrecht (CMG) - *present*
Secretary Treasurer - Lori Richardson (IBEW L 965) - *present*
Recording Secretary - Kelsey Hahn (MG&E) - *present*
Trustee 1 - DeAnna Braaksma (CMG) - *present*
Trustee 2 - Mike Pionke (CMG) - *present*
Trustee 3 - Nicole Scheidegger (MG&E) - *present*
Trustee 4 - open
Trustee 5 - JoAnn Hake (Verso Paper) - *absent*
Trustee 6 - Debi Eveland (OPEIU L39) - *present*

Agenda

- Proposed amendment to the Constitution re: dues, Article XII Finances.

The Executive Board has put forward a motion to amend the current dues. This meeting is to allow membership to review motion, offer amendment and provide discussion of said amendments. Membership, at this meeting, will vote on whether to move the final motion to all of membership for a vote. Voting on this amendment will be an electronic ballot and will take place after the Special Membership Meeting using Election Buddy, an internet based voting platform. Those employees without a personal email address will receive a paper ballot sent to their home address. Voting will be over a 10-day period to allow for maximum membership participation.

Motion to Amend -

The Executive Board moves to amend the current Dues Policy of OPEIU Local 39, striking all bullet points under "Active Membership", as well as all language beginning "Dues by Unit" through "Aspirus Riverview Hospital", and adding **one** of the following proposed structures, pending a membership vote on the proposed structures after the November 2021 Quarterly Membership Meeting via Election Buddy and/or mail ballot:

1. The regular dues of this union shall be 1.25% of the annual base rate of pay with a monthly dues cap of \$60 effective 1/1/2022. Dues will be paid to the local monthly or biweekly, per your unit contract. The cap shall increase annually by \$5.00/yr. beginning 1/1/2023.

Base rate of pay shall exclude overtime and all forms of bonus pay, including but not limited to commission, discretionary and retention bonuses, profit sharing and gain sharing plans, CSSP, and similar. The dues will be calculated on the prior year's base rate of pay as of 12/31 of that year.

OR

2. The regular dues of this union shall be 1.20% of the annual base rate of pay with a monthly dues cap of \$70 effective 1/1/2022. Dues will be paid to the local monthly or biweekly, per your unit contract. The cap shall increase annually by \$5.00/yr. beginning 1/1/2023.

Base rate of pay shall exclude overtime and all forms of bonus pay, including but not limited to commission, discretionary and retention bonuses, profit sharing and gain sharing plans, CSSP, and similar. The dues will be calculated on the prior year's base rate of pay as of 12/31 of that year.

Bartlett-Mulvihill: background info on dues, international voted in 2019 to move to percentage based and because of L95 merger we need to have unified dues policy within constitution.

Bartlett-Mulvihill makes motion to amend verbally and with on-screen presentation of motion to amend. Hahn second. Move into discussion.

Evica: did we calculate for a number of members to lose? Anything in international bylaws that would prevent us to delaying the effective date? Administrative concerns as well as timing issues with contract negotiations opening at CUNA Mutual, don't want to distract from contract with dues issue.

Bartlett-Mulvihill: we recognize implementation is complex and will require a delay, board had planned to propose an amendment moving timeline to March both initially and moving forward. Also, a timeline issue with DOL since we are beyond the two years allowed for the constitution. Members leaving with dues changes is a risk and will likely happen to some degree but longer-term risk to the long-term health of the unit

Hahn: acceptable change in membership numbers was not calculated directly because the range of dues amounts paid under a percentage structure is a moving target; dues amounts under the new structure options were calculated to set the local up to be able to absorb changes in membership over time

Eveland: current language references November membership meeting, no longer accurate since it is being presented at special meeting instead. Bartlett-Mulvihill: noted in the special board meeting, not able to change language since motion as written with November date was already voted on.

DeNeve: can we move to a firm rate and address percentage issue later? Also concerns with changes in wage not captured "live," throughout year, with annual snapshot, if member job titles or hours change significantly.

Hahn: Board looked at fixed rate option early on, but because former L95 area currently has a range of lower fixed rate dues across its units, there was not a fixed rate that was equitable across membership, met budgetary needs, and was not an undue burden on lower-paid members who are already paying larger amounts proportionally with their lower flat rate.

DeNeve: FICA/401K already uses both a percentage and a cap, so employer software should be able to accommodate it "live". Cap increases should be percentage based rather than dollar/flat. Venkataramanan: Agreed re: 401k/FICA, equity concerns with cap. Albrecht: Goal of static cap was not to be proportional but to remove cap over time in a way that is less jarring for membership.

Nabbefeld: Not clear on issue/objection, understands that dues may need to go up and willing to pay.

Evica: Changes to timeline and base rate of pay discussed - need to move to amendments

Richardson: Motion to amend the motion on the floor, adding: For members who join within the calendar year, the base rate of pay at date of hire shall be used for the initial dues. Pionke second.

DeNeve: how does this work for part-time or hourly vs salaried? Bartlett-Mulvihill: those calculations are already being made. Hahn: could potentially add language elsewhere inserting "annual" to clarify - separate motion.

Motion passes.

DeNeve: For members who change job titles or hours within the calendar year, the base rate of pay at the date of change shall be used to calculate member's dues following the date of change. Second Evica.

Bartlett-Mulvihill: Is this language in addition to the existing language or modifying it? Will this apply to both

steps up in pay and steps down in pay? DeNeve: Yes to both.

Albrecht: What about changing when pay changes throughout the year without title changes? Hahn: could cause administrative issues since many contracts have wage changes built in on a step basis throughout the year. Richardson: Local doesn't get realtime updates from employers on wage/title changes.

Motion passes.

Evica: Motion to amend the motion on the floor to strike 1/1/2022 in both places it occurs and replace with 5/1/2022. Sandin second.

Albrecht: Is this structurally significant to change from March to May (originally board planned board amendment was March). Bartlett-Mulvihill: should be fine to move to May. Hahn: Original Board proposal was going to be to change all dates to a different month (March), as proposed this only changes the implementation dates but not the date that the cap moves.

Evica: Rescinds original motion, second Hahn. Passes.

Evica: Motion to amend the motion on the floor to strike 1/1/2022 in both places it occurs and 1/1/2023, and replace with 5/1/2022 and 5/1/2023 respectively. Richardson second. Motion passes.

DeNeve: Motion to amend the motion on the floor to strike "one of the following proposed structures" and replace it with "the below structure" as well as remove the entirety of everything from "OR option 2 onward". Second Venkataramanan.

Pagac: point of information, opportunity to vote "no" is to vote no on the amendment generally at the e.

Evica: against motion, wants to give membership the option of two structures, would put us back at square one if a single-option amendment was voted down. Bartlett-Mulvihill: agreed with Evica, both international mandate and DOL mean we need to move forward as soon as feasible; status quo is not an option.

Santin: once this gets voted on tonight, what are next steps? Pagac: if this motion to amend the dues policy is approved, the motion containing two options will be sent forward to membership to vote.

Motion fails.

Albrecht: motion to extend by 45 minutes. Evica second. Motion passes.

DeNeve: Motion to amend the motion on the floor to add to the end of the motion another OR option, an option 3. This option would be an exact clone of option 2, but adds a floor amount equal to that of the cap.

Santin: would this essentially be a flat rate at the cap amount? DeNeve: Yes. Hahn: Three-way vote will make it difficult for any option to receive the 50%+1 needed to pass. Additionally, a flat dues amount at this rate nearly doubles for our lowest-paid members and is deeply inequitable. Santin & Bartlett-Mulvihill agree.

Albrecht: third option completely destroys the spirit of what we're trying to do.

DeNeve votes to formally withdraw his motion on the floor, Evica second. Motion withdrawn.

DeNeve moves to postpone matter to a future meeting in 2022. No second, motion dies.

Evica calls the question. Motion to amend is on the floor, requires 2/3 vote to end debate. Motion carries.

Vote on modified motion to commence, Bartlett-Mulvihill displaying modified motion & Pagac will put up a poll. 2 minutes to review text of motion. Santin: text as displayed does not have updates to May date, Bartlett modifies. Also spacing issue from PDF conversion, clerical error, can be corrected before it does to a vote if motion passes.

DeNeve: Point of order, poll that popped up states it is not anonymous. Pagac: the poll results she's seeing don't show who's voting but can screen share to demonstrate that votes are not shared. Evica: point of order - is there a way to participate as a phone user? Pagac: not anonymously - try logging back in to meeting.

Frey: do we have results from email poll of membership done after last vote? Hahn: was done several months ago, not sure if results were shared but the board reviewed them as part of developing these proposals.

Pagac: motion passed but poll was wiped before it could be displayed due to technical issue, redoing vote.

Albrecht: got poll results visible when he was made host again (Pagac/Evica/Albrecht passing host role as part of technical troubleshooting), can share results.

Motion to amend dues policy carries.

Motion to adjourn Bartlett-Mulvihill, second Dowd. Meeting adjourned 7:35 PM.

Bartlett-Mulvihill FYI: Voting will run from 12/20 through 1/7 to accommodate holiday schedule.