

General Membership Meeting Minutes: November 19, 2025

The meeting was called to order at 4:01 p.m. by President Adam Evenstad and a quorum was declared.

The minutes of the August 20, 2025 general membership meeting were distributed. Motion made and so carried to approve as printed.

The minutes of the August, September and October 2025 Executive Board meetings were distributed. Motion made and so carried to approve as printed and concur with the recommendations of the Executive Board.

Officer Reports

Secretary-Treasurer Diana Tastad-Damer gave the preliminary financial report ending October 31, 2025 unaudited financials for the year as follows:

Checking/Savings	\$743,719.01
RBC Wealth Management – Investments	\$1,049,434.98
Strike Fund	\$156,299.20
Other Assets – Investment in Building Corp. (Union Hall minus depreciation)	\$150,122.00
Other Assets –Red Wing Labor Temple Stock	\$14,750.00
Fixed Assets – office furniture/fixtures/equipment minus depreciation	\$9,385.03
Total Assets	\$2,219,424.03

	Current Month	Year-to-Date
Total Revenue	\$459,926.24	\$4,507,563.41
Total Expenses	\$443,727.64	\$3,950,766.50
Net Income	\$16,198.60	\$556,796.91

Motion made and so carried to approve ST Tastad-Damer's preliminary financial report.

President Adam Evenstad reported a tentative agreement has been reached with Super One, which allows members to remain in the current Health & Welfare Fund, with the Employer putting significant amounts into the Fund to maintain it; wage increases with parity between full-time and part-time members – the most for part-time members in years. Ratification will be held on December 3, 2025.

Metro major retail bargaining will begin in mid-January, 2026, with all employers at the table together.

Preparations have begun for Long Prairie Packing negotiations and a member meeting will take place on Saturday, November 22, 2025 from 10:00 a.m. – 2:00 p.m.

Members and their families are invited to the South St. Paul Union Hall on Sunday, November 23, 2025 for a Vikings versus Packers football game watch party.

The Union successfully reversed overtime mandates at Green Goods without having to revert to the grievance process.

Staff Reports

Secretary-Treasurer Diana Tastad-Damer advised that the Executive Board has authorized the creation of an ABC Committee made up of UFCW 1189 members who are current ABC participants. This committee will assist in the endorsement process of upcoming elections. Interested members should contact Diana.

On behalf of Bargaining Department Lead Stacy Spexet, Diana advised there are currently more than 20 collective bargaining agreements currently being negotiated or about to begin. In addition, the Bargaining Department continues to negotiate the MN Paid Family Leave into all contracts as well as the WFSB minimum wage increase for long-term care contracts.

Grievance Department Lead Deanna Hughes reported there are currently 17 open and active grievances. The Grievance Department recently was successful in overturning a Long Prairie Packing member's termination where they were returned to work with full back pay.

Internal Organizing Department Lead Ray Gandy reported that 28 new stewards have been trained this month, with successful steward training in Long Prairie where training was conducted in three languages to accommodate all members. Special acknowledgement to temporary employee Jackson Henry for being able to assist in interpretation and knock down the language barriers. Membership meetings are taking place for Long Prairie Packing members monthly. The International Union will be assisting the Local by visiting Long Prairie Packing in December for a safety walk-through of the facility. Ray also reported on the Internal Organizing Department's work in Cannabis, Retail, Long-Term Care and at SB Foot.

Member Questions/Concerns

A member inquired about the separation of Super One and Mount Royal bargaining. President Evenstad reported that this has been a positive result, with all non-economic issues resolved with Mount Royal.

There being no further business, the meeting adjourned at 4:25 p.m.

Respectfully submitted,

Tami Denn-Bauer
Recording Secretary

tad/opeiu #12