

General Membership Meeting Minutes

November 2020

Joint Meeting

The meeting was called to order at 4:05 p.m. by Jennifer Christensen and a quorum was declared.

The minutes of the August 2020 general membership meeting was distributed. Motion made and so carried to approve as printed with a correction to the heading on the minutes to state "August".

The minutes of the August, September & October 2020 Executive Board meetings were distributed. Motion made and so carried to approve as printed and concur with the recommendations of the Executive Board.

Officer's Reports

President Christensen gave the preliminary financial report ending July 31, 2020 unaudited financials for the year as follows:

Checking/Savings	\$901,626.50
Building Corporation	\$191,634.00
Total Property and Equipment after depreciation	\$34,492.72
Investments at RBC	\$847,710.61
Total Assets	\$1,975,463.83

	Current Month	Year-To-Date
Total Revenue	\$398,550.88	\$3,914,460.88
Total Expenses	\$393,319.59	\$3,688,406.27
Net Income	\$5,231.29	\$226,054.61

Jennifer Christensen reported on the following:

Local 1189 has expressed to employers the need of our members, who have continued to work throughout the COVID-19 pandemic, to keep our members safe, continue safety screenings. Because we are not open for negotiations in major retail contracts, we can't demand "hero" pay, but we support members to express this desire to their employers. Local 1189 hears you, we support you and we will demand safe working conditions.

With the results of the recent election, we believe President-Elect Joe Biden will support us in our working member & family issues, as well as fighting for us through this pandemic. Members' mental health can be challenged during this stressful time. Members are encouraged to seek help.

Further discussion held regarding specific store issues, and Governor Walz's anticipated announcement of further restrictions related to COVID-19.

Staff Reports

- A Abe Wangnoo reiterated Jennifer's report and discussion about employer response to pandemic. Wage increases were initiated by the employer at CPW & the Wedge. At New Harmony, members are receiving incentive pay.
- B Union Representative Stacy Spexet thanked the 9 new stewards recently trained in. She reported Augustana just negotiated a new 3 year contract to be voted on December 3rd with improvements to discipline language as well as wage increases from 3-5% the 1st year with wage reopeners in years 2 and 3. Eseentia Health pharmacists' negotiations are moving slow but progress is being made. Essentia Health Moose Lake purchased Mercy Hospital in August and a new contract is being bargained with the next date set for December 1st. Ecumen Lakeshore just had a wage increase

from 2-5.5%. Community Memorial Hospital just finished a 3 year agreement with improvements in wages, adding LMC and new employee orientation. Lake View Hospital is currently being bargained with difficulty from the employer regarding wage increases due to the pension rehab plan.

- C Tami Denn-Bauer reported Cub members are encouraged to contact Local 1189 with any questions regarding leave or compensation related to COVID.
- D Al Priolo has continued negotiations with Cub-Duluth. Interfaith members are experiencing issues with testing. Increased positive COVID cases in retail. Super One Holiday arbitration is complete and awaiting the arbitrator's decision.
- E Diana Tastad-Damer reported the White Bear Care Center has an outbreak of COVID-19. Negotiations continue on the first contract with River Market. The Central Lakes College in Brainerd will be starting a program which Diana will follow-up on.
- F Bruce Bergh reported Whole Foods Coop has a new attendance policy. Emerald of Grand Rapids negotiations continue. There are issues with mandatory testing pay and mediation is scheduled. RDO is experiencing staff shortages with mandatory overtime. Working with employer to get through these issues.
- G James Westin reported the 501c3 Relief Fund is in the final stages of establishment. We are working with employers for our members at long term care facilities with outbreaks trying to work through these trying times. Numerous contract ratifications since August with wage increases and improved contract language.
- H Mike Dreyer reported the long term care facilities have been hit hard by COVID-19. Negotiations are scheduled with Lake City. Mike will be retiring next year and has been training in Bob Jordan and Ray Gandy.
- I Lindsay Solem reported she has been doing lot of training.
- J Ray Gandy continues bargaining training. SB Foot has a major outage of computer systems affecting payroll.
- K Karlie Mattson reported since finishing up political work she has been working & training with the Union Representatives.
- L Adam Evenstad reported negotiations continue with several accounts.
- M Bob Jordan reported he has started store visits with Mike at Lunds. Lunds will be closing on Thanksgiving Day and the day after but all members are being paid.
- N Claire is currently helping with Long Prairie negotiations, organizing at Leaf Line Labs where there is a ULP filed against them.

Old Business

- A. Thank You(s)
 - a. St. Paul Regional Labor Federation – Labor of Love
 - b. St. Paul Regional Labor Federation – Tenth Annual Labor Bowl
 - c. St. Paul Regional Labor Federation – political campaign assistance.

There being no further business, the meeting adjourned at 5:20 p.m.

Respectfully submitted,

Tami Denn-Bauer
Recording Secretary

dag/opeiu #12