

## **General Membership Meeting Minutes of December 16, 2015**

The meeting was called to order at 6:30 p.m. by President Don Seaquist and a quorum was declared.

The minutes of the November 18, 2015 general membership meeting were distributed. Motion made and so carried to approve as printed.

The minutes of the November 18, 2015 Executive Board meeting were distributed. Motion made and so carried to approve as printed and concur with the recommendations of the Executive Board.

The minutes of the December 16, 2015 Executive Board meeting were read. Motion made and so carried to approve as read and concur with the recommendations of the Executive Board.

### **Thank You Cards**

Gloria Roberts (20-year pin)  
Leukemia/Lymphoma Society (donation)

### **Communications**

In the December executive board minutes, there was a reference to the Grocery Worker Retention Bill being brought forward in St. Paul to the City Council. A note was made that this movement started in California with the UFCW.

### **Department Reports**

Retail: Union Representative Tom Cvar reported that surveys will be available in various formats for major retail bargaining members, both northern and southern division. Zup's Aurora is closing; layoffs will begin 12/31/15. Members are aware of the closing and there is severance and possible job opportunities at other Zup's stores. Information will also be available to members regarding the Dislocated Workers Program.

Nursing Homes: Northern Division Director Gary Morgan and Union Representative Tamara Jones reported that the state reimbursement system has really been beneficial to our nursing home members this year with significant wage increases, longevity pay increases and improved health insurance premiums.

Manufacturing: Northern Division Director Gary Morgan reported that RDO is quiet; however, members are gearing up for negotiations next year, with many issues surrounding pension payments. President Don Seaquist reported that Long Prairie Packing did not authorize strike action and the Employer will likely declare an impasse. The contract will then be brought before the Local 1189's executive board with recommendation to accept on behalf of the members. The agreement includes higher wages than that of any beef packing house in the country.

Organizing/Political: Secretary-Treasurer Jennifer Christensen reported that representation election was won for The Wedge and the first round of bargaining will begin shortly. Because of this victory, we have been receiving calls from other co-ops around our geographical jurisdiction. An OSHA training was held in St. Cloud for poultry workers and was well-attended by the workers at the plant as they are very interested in receiving justice for their jobs. Union Representative Tamara Jones reported on local politics – Duluth elections had an 82% win rate for our endorsed candidates; once the new Duluth City Council has been sworn in, Vision Duluth (a coalition of community groups and labor) is bringing forward the Earned Sick and Safe Time ordinance, which would require any employer who has workers located in Duluth to provide sick/safe time. A provision will cover employers who have collective bargaining agreements that reference sick time; however, if the contract does not cover sick time, the employer will be required to offer it. Vision Duluth will also be bringing forth a \$15 minimum wage ordinance. Caucuses are coming up in February! Let Tamara know if you are interested in learning more about this process.

**Officer’s Reports**

President Seaquist reported that the dues and budget committee has made a recommendation to bring to the members in February 2016 a \$.50 per week dues increase for full-time members and \$.30 per week dues increase for part-time members in May 2016 and May 2017. This increase equals approximately \$.01 per hour per member.

President Seaquist mentioned that 2016 will be busy with both northern and southern division retail bargaining.

A question was raised regarding negotiations at Luck United Pioneer Home. Secretary-Treasurer Christensen reported bargaining is still going on; however, charges have been filed with the NLRB for bad faith bargaining and recessive bargaining. Language regarding mutual respect for employees and management has been a sticking point; however, negotiations are anticipated to conclude in January with additional dates scheduled.

Secretary-Treasurer Jennifer Christensen gave the preliminary financial report ending November 30, 2015 unaudited financials for the year as follows:

Checking/Savings	\$384,703.96	
Building Corporation	\$296,221.01	
Total Property and Equipment after depreciation	\$32,548.36	
Investments at Wells Fargo	\$430,821.35	
Total Assets	\$1,144,294.68	
	Current Month	Year-To-Date
Total Revenue	\$347,341.47	\$3,825,393.84
Total Expenses	\$337,884.72	\$4,055,171.80
Net Income	\$9456.75	-\$229,777.96

**Good and Welfare/Community Service/Member Events**

The United Way/AFL-CIO/Local 1189 children's holiday party will be held on Saturday, December 19, 2015 from 11:00 a.m. – 1:00 p.m. at the Duluth Labor Temple in Hall "R."

There being no further business, the meeting adjourned at 7:21 p.m.

Respectfully submitted,

Tamara Jones  
Union Representative

tad/opeiu #12