

AFSCME LOCAL 1224
MEMBERSHIP MEETING MINUTES
DECEMBER 12, 2005

I. MEETING CALLED TO ORDER

President Susie Sprengle called the local membership meeting to order at 6:05 p.m. on Monday December 12, 2005.

II. SALUTE THE FLAG

The membership recited the Pledge of Allegiance to the flag.

III. ROLL CALL OF OFFICERS, STEWARDS AND TRAINEES

The following was not in attendance; Vice President Eric Watson and Steward William Delaney. **A motion was made by Corine Harvey and seconded by Phyllis Sanders to break the normal order of business for Judi Heh, Executive Director, AFSCME Council 90 to speak to the membership**

****BREAK IN THE NORMAL ORDER OF BUSINESS****

Ms. Heh advised the membership that members will receive a bonus in their next pay check in the amount of \$500.00 for all employees hired prior to July, 2005 and \$100.00 for those hired after that date. She also advised the members a ratification vote will be held on Wednesday to increase the work day from 7.5 to 8.0 hours per day and this change was initiated by the union. The members vote will determine if this change will take place. Ms. Heh advised the membership of the benefits that the change of hours would have on employee's pension, disability, social security, workmen's compensation and unemployment benefits. If the members vote in favor of this change it will not be implemented until 4/1/2006. Management states they will attempt to accommodate employees with change in working hours and according to Claire Yantis of Human Resources they are in the process of changing shift diff. to begin at 11:30 a.m. Ms. Heh also advised the membership there will be a step increase of 2.25% as of 12/31/05 and classifications with automatic progression will be given with new titles.

IV. MINUTES DISTRIBUTED

A motion was made by Candy Herb and seconded by Deb Siviglia to accept the minutes as distributed and the majority of the membership carried this motion.

V. TREASURY REPORT DISTRIBUTED

A motion was made by Cynthia Wilson and seconded by Deb Siviglia to accept the treasurer's report as distributed and the majority of the membership carried this motion.

VI. COMMITTEE REPORTS

A. STAFF REP

Staff Rep. Nichelle Chivis advised the membership that management and the union worked together for the bonus and step increases, but it was clearly the union who pushed for these changes and that Deb Siviglia was right when she stated thanks to the union. She advised the membership to remember to thank the union not management for these changes. Steward Candy Herb states she was told this was all an incentive for pay for performance. Ms. Chivis advised that pay for performance was discussed but the union has not agreed to it. The union has agreed to discuss it if management brings a proposal to the table, but before it is agreed on it will be brought back to the membership for discussion. Ms. Chivis advised those who work

the weekend shift in eCommerce will need to use their time for Christmas and New Years eve but will be paid five (5) hours for Christmas and New Years day She also advised the membership that the results of the voting will be emailed to all members on Thursday Members are entitled to 30 minutes to vote. Susie Sprengle advised members to ask there management for their assigned time slots. She also added if members are not given the opportunity to vote by management that a steward should be contacted immediately.

B. GRIEVANCE

President Susie Sprengle gave this report and advised the membership that there were a lot of new grievances covering multiple areas besides leave restrictions. She stated that management is cracking down on other areas and members should be careful. She reminded the membership that there is only a fifteen day window to file a grievance so the union should be notified as soon as possible.

C. WAYS AND MEANS

Chairperson Pat Salame asks that she be kept informed of members situations so that cards, flowers or Bibles can be given out when necessary.

D. RECREATION

No report

E. CLC

No report

F. COMMUNITY SERVICE

President Susie Sprengle advised the membership that the local was in the process of ringing the bell for the Salvation Army and thanked members who volunteered. Ms. Sprengle displayed the award given to the local from the AFL-CIO CLC for community service works.

G. POLITICAL ACTION

No report

H. A.L.I.C.

Chairperson Ed Maneval thanked the 127 people who registered on December 1, 2005.

I. WOMEN'S COMMITTEE

Chairperson Carol Graves advised that the Basket of Plenty was originally set up to be given to two single female parents with young children, but next year they will consider opening it up to single men with young children. Ms. Sprengle advised that these baskets are made up from donations and no union money is used. She also suggested the local is in need of a Men's Committee and ask for volunteers to form one. Ms. Graves stated that an email will be sent out tomorrow morning giving the details for the drawing.

J. CBTU

No report

VII. NEW BUSINESS

Steward Candy Herb wanted to advise the membership against internet usage. She noted that several people in her area have been disciplined for their usage of the internet. Ms. Sprengle added that employees with hits of two thousand or more are shown on a report that is being forwarded to management once a month. Ms. Sprengle advised members to be cautious and to follow their department guidelines for internet usage. This also applies to IM's. Executive Board member Donna Walker advised the membership she is still collecting sheets and blankets for the shelters and homeless until the end of December 2005. She advised the members to send her an email or contact her at ext. 4920 and she will make arrangements to come and pick them up.

VIII. UNFINISHED BUSINESS

None

IX. CORRESPONDENCE

Secretary Corine Harvey advised the membership a thank you card was received by the local from the Nativity School thanking our local for the food and volunteers who served Thanksgiving dinner to the students and also ask if we would be available for next year. There was also a greeting card received from our Staff Rep. Nichelle Chivis that also thanked us for inviting her to our holiday party.

X. GOOD AND WELFARE

The following received gifts from Local 1224.

Michael Stewart, Janice Reed, Cynthia Wilson, John Stania, Donna Walker, Phyllis Sanders, Deb Ramos, Iris Jackson, Pat Salame, Chris Furlong and LeeAnne Sitter

XI. ADJOURNMENT

There being no further business to discuss a motion was made and properly seconded to adjourn this meeting.

Respectfully submitted,

Corine Harvey, Secretary
AFSCME Local 1224