**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES**

**AFFILIATED WITH AFL-CIO**

**Local 2107**

**Dr. James Martin**

**President**

Date: September 7, 2024

From: American Federation of Government Employees Local 2107 (AFGE)

To: ALCON

Re: LOCAL 2107 UNION MEETING MINUTES

The AFGE Local 2107 BUE Zoom meeting was convened by Dr. James Martin, President, at 6:00 p.m. after establishing that the was a quorum of BUEs in attendance.

First order of business was the Pledge of Allegiance.

President Martin did a roll call of attending Executive Board Officers. The President DR. James Martin, Second Executive Vice President David Lash, Brenda Mims, Chair Legislative and Reach Out Committee, and DR. W. Lauth, Vice President for Professionals were in attendance. Chief Steward Kenneth Anderson was absent (excused). The First Executive Vice President Dennis Giles, Secretary Margo Gray, and Treasurer Joyce Burch were absent (not excused).

Since the Secretary was once again absent, President Martin asked Vice President Lash to read the minutes from the 7 August 2024 BUE meeting. VP Lash read the minutes. President Martin asked if there was any discussion or concerns with the minutes, hearing none, Pres. Martin asked for a motion to accept the minutes as read and written. A motion was made by VP Lash and seconded by Zach Dodd. Pres. Martin asked for a vote. The minutes were unanimously approved. Minutes will be posted on AFGD Local 2107’s website for review.

The Treasurer was absent so there was no Treasurer’s report.

DR. Martin asked the Chair of the Budget Committee, VP Lash, to report on any financial information that he was aware of. VP Lash reported that an audit of AFGE Local 2107’s credit card expenditures was conducted on August 28, 2024. The Audit covered the credit card expenditures for the months of July and August. The audit was conducted by VP Lash, VP Giles and Treasure Burch. Credit card receipts and expenditures were compared to the corresponding bank records. No discrepancies were discovered.

VP Lash mentioned that expenses were owed to Pines Federal Law Offices that should be discussed with BUEs at the next BUE meeting.

DR. Martin asked VP Lash to also address the Space Utilization efforts. VP Lash explained that AFGE Local 2107 has been trying to get expanded office spaces to accommodate our increased number of Stewards. VP Lash stated that the efforts to obtain expanded union office spaces has been ongoing for over a year. VP Lash has previously submitted space utilization requests twice previously. Both were denied. VP Lash subsequently submitted a grievance on the issue. The grievance negotiations have so far been stonewalled by the Facility Director and HR. DR. Martin requested support from AFGE Dist. Personnel. The Dist. Will be sending a Rep. to join a yet to be scheduled walk thru of the current AFGE office spaces with FHCC Facility Director, HR?, Pres. Martin, VP Lash, and the Dist. Rep.

DR. Martin then stated that we would move on to Committee reports. DR Martin called on DR. Lauth, Chair of the Health and Safety Committee, for the first report.

DR Lauth stated that he recently returned from Master Agreement Training. He stated that he is working on getting more volunteers to help with H&S. DR. Lauth mentioned that there is an ongoing problem with sterilization of surgical equipment and instruments. Only one sterilizer is in working order. Surgery staff are suffering hardships relating to depleted supply of surgical instruments and moving heavy carts around. DR. Lauth also stated that there are questions concerning chemical contamination which may qualify employees for additional compensation. DR. Lauth stated negotiations are ongoing.

MR. Zach Dodd, also a member of the H&S Committee added that ongoing sterilization issues likely accounted for two employee workplace injuries. MR. Dodd also stated that H&S is very important and that each employee must notify H&S Committee members if they see or are aware of H&S issues.

DR. Martin expressed acknowledgement of the work that the H&S Committee are doing and mentioned that Eric also serves on that Committee.

DR. Martin then called on Brenda Mims to give a report on the Legislative, Organization and Outreach Committee.

At this point BUE Robert Harris interjected with a question concerning the above discussed sterilization issues. MR. Harris wanted to know if equipment and procedures had been evaluated.

Dr. Martin replied that they had been and are actually an ongoing process.

Mr. Harris responded that the issues being brought up means that staff safety/training needs to be addressed.

DR. Martin responded that he agrees. DR. Martin revealed that he has discussed the ongoing sterilization issues at the VACO level and that he had a subsequent telephone meeting with VACO Leadership concerning the sterilization issues. DR. Martin stated that he would likely have more info at the next BUE meeting.

MR. Dodd added that H&S Committee were using every channel possible to address these issues and the Veteran Care is very important.

DR. Martin once again called on MS Mims to give her report.

MS Mims responded that AFGE’s annual picnic for BUEs would be held 07 SEP on the FHCC compound in the parking lot adjacent to bldg. 11. MS Mims stated that a face painter and DJ had been retained. MS Mims requested that volunteers were need to set up for the picnic and to clean up after the picnic. MS Mims revealed that Herself, Renee, Robert and Alisha were managing the event and the clean up. MS Mims next stated that volunteers were still needed holiday party scheduled in early DEC at the Gurnee Holiday Inn. Interested personnel asked to contact her. MS Mims indicated that she had no more to report.

VP Lash reminded MS Mims that she wanted to discuss monetary rewards for new BUEs, specifically those signed up during the picnic.

MS Mims stated that the plan was to give new member recruiters $100 and new BUEs signed up $100.

Robert Harris interjected that he agrees with membership drives but that we need to reduce the stipend for recruiters.

Alisha added that it was proposed to increase for just the one day (day of the picnic).

MR Harris stated that he still wants the recruiter stipend should only be $25 but he agreed with $100 for new recruits.

Jennifer Hammond wanted to know what is the significance of increasing the dollar amount during the picnic when staff are on the campus all week and that they could be recruited during the week.

Alisha stated that it was an incentive to motivate recruitment and attendance.

MS Mims stated that it was done this way in the past. MS Mims stated that FHCC has around 1400 employees that are eligible for union membership but that we had only 700 employees enrolled in the union. She also stated that she had called other locals and asked about their recruitment efforts and that some of them conduct membership drives by increasing rebates on recruiting days.

VP Lash clarified that AFGE cannot recruit on agency time during working hours and that the picnic is lunchtime, which we can recruit during.

MS Hammond replied that she understood the importance of recruitment for new members but she believed that it should be $150 for new recruits and keep it $25 for the recruiters. She stated that it is a part of current members jobs to recruit new members and that we shouldn’t have to pay them more to do it.

MR. Harris voiced his agreement with MS Hammond’s statement and then added that the picnic should be on agency grounds.

MS Alisha said that the picnic should be during the week because most BUEs are on the compound during the week.

MR. Dodd stated that he agreed with Alisha’s previous statement about motivating recruitment. MR. Dodd made a motion that recruiters get no sign up bonus and new recruits get $150 during the picnic only.

MR. Harris seconded the motion.

DR. Martin called for a vote on the motion and the motion passed with no objecting votes.

DR. Martin asked if we could issue the recruitment bonus checks on the day of the picnic when new BUEs signed up.

MS Alisha asked if we could do gift cards for the $150.

MS Mims stated that the picnics were held on weekends because it is a family picnic and that way kids and family could attend the picnic. She then stated that we needed to do some organizing on the night shift and that we needed to do something for them. She said that we could do a sponsored breakfast or lunch for the night shift.

MR. Harris totally agreed. He said he thought that new employees on nights were probably nonunion and that we need them.

MS Alisha said maybe a dinner between 6-7 p.m. for the evening shift.

MS Mims said that a brunch during the night could be done for the night shift.

MR Harris said maybe breakfast at 5 a.m. He then asked if that had to be cleared thru DR. Buckley.

MS Alisha stated that brunches had been done for clinical personnel before.

MS Mims said that nursing has done similar recruiting drives in the past. MS Mims said that she could run it by the facility Director.

DR. Martin questioned whether she was talking about something like this for this coming Sat.

MS. Mims replied no that there was not enough time to coordinate for this coming Sat.

MR. Harris said that we could coordinate however and that we needed to allocate funds for a breakfast that must be discussed ASAP for member approval.

DR. Martin advised MR. Harris that the budget was passed a couple of months ago and that he believed that we have budgeted for recruitment efforts.

MR. Harris said that he understood that but recruitment should be for third shift and that a picnic could be done for third shift.

VP Lash addressed the concerns about recruitment money. First funds have been budgeted for recruitment and NEO, so funds are available for those purposes. Secondly the President has authority to authorize funding up to and including $500 for a breakfast for third shift w/o further votes per the Bylaws. He said that a motion could be made and voting conducted to set a cost limit for a recruitment breakfast.

MR. Harris then asked if first shift would also get a breakfast and how would this be communicated to members?

MS Mims stated that emails were sent out. We know that everyone doesn’t get the emails and that out of the current 700+ members we only have about 300 email addresses. MS Mims also stated that the email issue was discussed in the EX. Board meeting. She said that we need to figure out how to get the additional members in the email group.

MR. Harris then voiced that the local needed to fix the email issue and that our Secretary needed to update the email listings when she gets the new member sign up sheets.

A BUE who didn’t identify herself stated the she joined in Feb 2023 and still gets no emails of the announcements but does get texts from the Local.

MS Mims also stated that the email issue was being worked on. She mentioned that Local 2107 is working on using Broadstripes, which is software that AFGE National uses.

MS Alisha said that

DR. Martin stated that we are working on incorporating updated email addresses on the Local webpage.

Members could sign up on the website to set up an account. She then said that understandably the Secretary should be updating the email address data base.

MR. Harris once again stated the Secretary gets the sign up sheets and that the Secretary should be entering the emails into the system.

MR. Dodd stated that it is being worked on.

MS Mims also stated that it was being worked on.

At this point several people were talking over each other and the actual comments were garbled.

DR. Martin stated that we are aware of the issue and we are working on a fix. He stated that the problems would not continue. The website will have a members only section which will require email login, which updates the email data base.

DR. Martin said that it was time to move on.

DR. Martin asked if there were any comments for the good of the local?

BUE commented (no name given) thanking everyone involved in the picnic and reach out.

DR. Martin asked everyone to show up Saturday for the picnic.

MS Mims added that everyone should bring children and family members.

DR. Martin asked if there was any other business. Hearing no responses he asked for a motion of adjournment.

MS Mims made a motion to adjourn.

MR. Harris seconded the motion.

DR. Martin asked for all in favor to say AYE.

DR. Martin asked for anyone opposed to say NAY. Hearing no objections the meeting was adjourned at 7:00 p.m.

The minutes were reviewed and transcribed by Second Executive Vice President David J. Lash

AFGE Local 2107