

## Hennepin County Supervisor Association HSS meeting minutes 2/13/2020

- Updates –
  - Posters – Jeff (LR) sent it on up to Jennifer DeCubillis; she indicated she wanted to do something on behalf of HSSes but nothing has happened to date; now Jennifer has changed positions
    - Had a meeting in November with about 12 HSSes and LR
    - Jeff has made it clear that he would like to defend us but doesn't have much ability to get things done
    - Trying to get upper management to communicate – broadly – their support of supervisors; this landed in Jennifer's area. Jeff talked with them and has said that something is in the works right now; HC is concerned about offending AFSCME
    - May be coming to the conclusion that they are not going to do anything because more concerned about AFSCME's squabbles
    - Recommended to Joel by an HR rep that we (HCSA) take this to a commissioner
    - Laurie also talked to Kate H about this; EWS supes seem to be most affected and it would be nice to have management support in light of AFSCME's bullying; Kate indicated she was going to look into it
    - If you feel/think these posters are a violation of the respectful workplace policy, please file a complaint <https://hconnect.hennepin.us/CtyAdmin/Pages/Non-Discrimination-and-Respectful-Workplace-Policy.aspx>
    - Let Laurie know where you are still seeing posters; email a photo if possible
  - Span of control – some HSSes have shared concerns about this; what do others think about this?
    - Don't have any solutions but have spent a lot of time talking about them;
    - HR has been listening and we believe taking our concerns into consideration
  - LMHCC – Labor Management Health Care Committee
    - Laurie attends this meeting. This is an opportunity for Labor to work with Management to reach consensus on Health Care costs/changes
- How is the supervisor association different from a union?
  - We are very much the same as a union, however, we are small; we don't have national presence
  - Even though called an association we are a union with all the same rights as other unions
  - We have attorneys that represent us and they are typically the people that connect with Management to arrange for meetings, etc
  - We can do anything a union can do
  - The association was started by human services supervisors
  - As other supervisor groups want to organize, they need to join the HCSA
    - On the plus side it helps us grow
    - On the downside, all groups have different needs
  - Do we just always get what AFSCME gets in labor negotiations?
    - AFSCME is the largest union in the county and agreements made with them are often what the county will agree to with other groups
- Open discussion – opportunity to ask any questions or provide feedback.
  - HSS salary – county has formula that they follow which basically states that there is no need to increase salaries because there is no problem with filling vacant HSS positions.

This is something the association has been trying to get the county to change for years with no progress.

- Voting is where members have power and if HCSA members are willing to accept the county's offer then nothing will change
- Send copies of the AFSCME newsletter to Joel and Zaidee – sent most recent copy
- One thing we think AFSCME is doing is creating a fervor to make themselves seem important
- Meet and Confer meetings are opportunities for the association to meet with the County to resolve concerns outside of bargaining
- Jeff Smodish has resigned – not formally announced yet
- How can I be involved with the HCSA?
  - Make the website a favorite: <http://hcsaonline.com/>
  - Check for updates regularly
  - Connect with Laurie Benson, Member at Large [laurie.benson@hennepin.us](mailto:laurie.benson@hennepin.us)