Nov. 29 meetings

**10 a.m. meeting**

*Attending: Megan, Gillian, Eric Russell, Missy Ivey, Scott Martin, Tammy Carpenter, Aimsel Ponti, Amber Carter, Deborah Pearce, Eric Russell, Kevin Benasich, Kimberley Coro, Marla Pastrana, Sue Contant, Tim Cebula, Gerri Chittick, Jane Patriquin, Joe Lawlor, Roberto Lemus*

Megan: Update on treasurer. Nominate Gillian Graham for position. Vote: unanimous

Need someone to take on secretary role. Will try to fill in the next few weeks. Anyone interested should contact Megan.

Megan: Update on return to office committee meeting earlier in the month. Aimsel, Alan and Ted on return to office committee, joined them at meeting and shared feedback. Range of input, including some serious concerns. Managers had questions about concerns, but did seem to be heard by manager. Committee has not met since then, not a lot of movement on that. If anyone has changes or concerns, reach out.

Scott Martin: Has worked in the office six or seven times, at night. Mostly here by myself. Most sports guys haven’t started working in office yet. It’s a little discouraging. Have shared computers, not our own space. Nowhere to store things if you want to leave anything at the office. Mentioned to IT that I left a few books in a drawer – was told not to do that. Manager only person to acknowledge presence – makes me feel what’s the point. Haven’t been told which day to work in the office. I started coming in because we were supposed to be in the office. I wanted to see people, get out of the house.

Megan: Still concerned about inequitable enforcement between departments. Asked manager to think about how to make time in office more valuable for people.

Kim Coro: Advertising is still doing one day a week. Managers have been pretty fair about it, open to suggestions. Definitely my least productive day of the week, but does accomplish the socializing and collaboration piece of it on occasion. For the most part work individually or are on Zooms. Any more than one day, they’d definitely start to have some pushback. Impressed with how up front managers have been.

Jane Patriquin: Agrees it what Kim said.

Megan: If people start to hear about push for second day, let me or someone from return to office committee to let them know. Planning to check in with Jenn on status of return to office committee.

Roberto Lemus: Has been positive in some ways. Was concerned about how it would play out, but haven’t felt any pressure from management to be there on certain day. It’s been very flexible. First couple weeks was stressful because equipment wasn’t ready in a way for us to be productive. Had to spend two hours setting up computer. IT worked through that. Doesn’t want to be pressured to go back more days. OK the way it is now. Not as productive as at home. Does see collaboration happening.

Megan: End of year issues – good news is that next contractual raise takes effect Dec. 18. Will see in last paycheck of the year – 2 percent raise from contract. Contract expires in a year. Negative update: health insurance increase. Considered a few different options on health committee this year, should get more info from Jenn. We know the medical plan rates are going up about 9.9 percent. The first offer from Harvard Pilgrim was 21 percent increase, which was unacceptable, drove committee to consider a wide range of options, including having employees shop for individual plans on the marketplace. Harvard Pilgrim came back with more reasonable increase to keep us. Best option – carried less risk for employees. Hopefully we’re sort of on a downward trajectory in terms of our annual incase. Major driver of increase – major claims in the company. It’s not possible to avoid that. Feels like company did due diligence in exploring all options possible.

Reminder about request to rollover vacation days – do that that soon with managers. If get any pushback or have trouble, let me know. Encourage people to take time off and use the days you earn.

Talked with Chris Burns from BDN. They’ve started bargaining. They presented a general proposal related to benefits, will bring wage proposal to table next week. Seems positive so far.

Guild swag: Would love to see us work on a swag order. Anyone interested in helping should reach out to Megan.

Goals for 2023 – any ideas? Megan’s major goal – reestablish steward network in the guild.

Roberto is interested in helping with swag and Amber would like to be a steward.

**5 p.m. meeting**

*Attending: Megan Gray, Gillian Graham, Nate Thompson, Dennis Hoey, Lynley Price, Kelley Bouchard, Carol Semple, Erica Nitschke, Dari Alpi, Lorrie Miller, Paul Abramowitz, Emily Allen*

Megan: IUpdate on treasurer position. Will be looking for secretary. Update on return to office committee – member feedback was helpful.

Kelley: There’s a different kind of productivity during office days. Time gets eaten up driving to and from office. I find the time I spend in the office connecting with colleagues and hearing what other people are doing has a value. Part of productivity. Find being in office contributes to productivity in a different way.

Erica: Good way of framing that – being productive in a different way. Saw in survey that people were feeling distracted or not productive, but some people shared they don’t interact with colleagues in the office. To some degree on us to make the time in the office productive.

Megan: We asked company to think about how to make the time in the office feel valuable.

Kelley: Part of the challenge might be around the return to work being new and if it’s only one day, there’s a concentrated effort. Still seeing people for the first time as they come back.

Megan: End of year issues. Overview of raise going into effect in December – 2 percent raise. Open enrollment starting, increase of 9.9 percent in rates. Encourages members to use their vacation time. Contact union if there are any issues with rollover of unused vacation time. BDN negotiating update. Guild swag and in-person event in February. Kelley willing to help with swag project.

Any guild goals or project suggestions for 2023? Megan would like to rebuild steward network.

Interested in steward network: Erica.

Erica: Would like to think about how to make sure people know what’s in the contract – “know your contract.” For me, guild emails get lost in email. Misses stuff all the time, wonders if others are also.

Kelley: Would advocate against another place to go for information.

**NOTE: Portland employees will receive a 2% raise effective Dec. 18. Waterville employees will receive the same raise in April 2023. These dates are tied to when we approve and sign our respective contracts.**