

AFSCME A NEW VOICE

a monthly newsletter for the members of AFSCME Local 2822

AFSCME Grievance Against Unilateral Changes to Our Benefits

Hennepin County HR has made significant changes that could lessen the value of our benefits. On March 21, without prior consultation with our AFSCME Local Unions, HR Director Michael Rossman announced an end to the practice of using our Vacation/PTO right before retirement. On April 4 Kathy Krepsky of HR Benefits announced changes that severely limit the number of Vacation/PTO hours workers can cash out each year.

This represents an attack on our benefits and a potential financial loss for us all.

Due to severe staffing shortages, vacation requests are routinely denied due to “business need.” Others have such high caseloads they are never able to take vacation.

- Using or “running out” Vacation/PTO before retirement allows workers to fully use the benefits they’ve earned.
- Cashing out a portion of their leave each year ensures workers with high leave balances and who are not close to retirement the ability to keep accruing hours and receive a lump sum in lieu of time off.

We will not allow the County to chip away at our hard-earned benefits. Our unions filed a class action grievance to stop this change in practice and violation of our contract.

Earlier this year we lost a class action grievance against the County that denied 87 workers who had their performance review at the end of 2018 their step increase. From this loss we learned we cannot rely on the grievance procedure alone to protect our rights.

AFSCME leaders will be meeting with Commissioners to ask they stand with us against this change. They need to know their workers and constituents are also against these changes.

We need YOU to contact your Hennepin County Commissioner!

Hi my name is _____. I am your constituent, a Hennepin County Employee and a proud union member. I am calling to ask that you respect workers, uphold our contract, and rescind the recent changes to Vacation/PTO run out and cash out. Thank you.

Find your commissioner here: <http://www16.co.hennepin.mn.us/commissioner/>

If you don’t live in Hennepin County call the Commissioner Chair Marion Greene,

District 1: Commissioner Mike Opat: mike.opat@hennepin.us 612-348-7881

District 2: Commissioner Irene Fernando: irene.fernando@hennepin.us 612-348-7882

District 3: Commissioner Marion Greene: marion.greene@hennepin.us 612-348-7883

District 4: Commissioner Angela Conley: angela.conley@hennepin.us 612-348-7884

District 5: Commissioner Debbie Goettel: debbie.goettel@hennepin.us 612-348-7885

District 6: Commissioner Jan Callison: jan.callison@hennepin.us 612-348-7886

District 7: Commissioner Jeff Johnson: jeff.r.johnson@hennepin.us 612-348-7887

May 2019

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

May

Membership Meeting Wednesday, May 1

Minneapolis Central Library
Doty Board Room
6:30PM

June

Membership Meeting Wednesday, June 5

Minneapolis Central Library
Doty Board Room
6:30PM

We want YOU at our meetings! We will accommodate you, pay for parking, transportation, lost time from work, and childcare.

LIKE us on Facebook:
facebook.com/AfscmeLocal2822

Subscribe to our email list:
From your personal email address, send a blank message to:

2822-open-forum-subscribe@lists.riseup.net

Get to Know Your Union Representatives!

Rita Watson, Membership Secretary

Rita is a Legal Secretary with 40 years experience. She has worked for the Community Prosecution Division of the County Attorney's Office since 2001. She assigns cases to the prosecuting attorneys and provides administrative support to the Division. In early 2008, Rita became involved in our local by attending membership meetings. She was first elected to our Local Executive Board as an At -Large Officer and has served as Membership Secretary since 2010. She has attended many workshops and conventions, and she



also coordinates the New Employee Orientation for all six AF-SCME locals at Hennepin County twice per month. This includes a presentation to new hires on the benefits of joining our great Union. The presentation takes place in the Government Center Auditorium from 3:00 – 4:00 p.m. If you're interested in participating in this worthwhile presentation, please contact Rita for details.

Jayne Mikulay, Vice President

Jayne has been a library lady since 2006, starting with the Minneapolis Public Library System. Before that, she served her South Minneapolis Community for over a decade as a youth worker at the Minneapolis Parks. She is the 2822 vice president, co-lead of the Library Meet and Confers, and a steward. She got involved in union work because of a bad boss. When she isn't busy fighting the boss, she spends time with her beautiful and brilliant son, goes to vintage shops, and splashes around in lakes and rivers.



One job should be enough

A poem for May First, International Workers Day

Lindsey Fenner

The 40-hour week!

The eight-hour day!

15 Now!

Why do we fight for numbers?

Why divide our time

weeks/days/hours/dollars/cents?

Always

divided.

Never

enough.

We need

More than just numbers

divided.

We need a day in May

Sun rain soaking through

Banners signs green shirts

(of course)

Numbers not divided

Onextwoxthreefour

Sisterxbrotherxsibling

Numbers multiplied

This is how we get a life

That is

More than just numbers

More than enough

Because

One job should be enough.

Your work and labor movement creative writing is always accepted! Send submissions to: lindsevafenner@gmail.com

Labor Lingo

Labor Lingo is an attempt to explain the many labor acronyms and terms commonly used. If you have a phrase you'd like learn more about, email lindsevafenner@gmail.com

PELRA: The Public Employment Labor Relations Act is the Minnesota State statute (Chapter 179A), which gives us as county employees the legal right to unionize and bargain collectively. PELRA was signed into law in



Minneapolis Labor Review, April 16, 1970

1971, after the pivotal and at that time illegal, 1970 Minneapolis teachers strike. Private workers and federal public workers have separate federal legislation, although the different statutes have similar language.

AFSCME Announcements

New Local 2822 Email Lists Coming Soon!

2822 has over 1,000 members spread across every County Department and over 275 work areas. To better communicate with all of you, we are working on building department- and building-specific email lists. Look for a welcome message in your work email soon. Thanks to our Web Admin, Melissa Diaz, for all the work she's put into this project!

Knowledge is Power!

Nellie Stone Johnson Scholarship Deadline

Nellie Stone Johnson was a fierce advocate for workers, folks of color, and the power of education. The Nellie Stone Johnson Scholarship Program provides financial assistance to racial minority union members and their families who wish to pursue an education at one of the Minnesota State Colleges and Universities. **For more:** <http://www.nelliestone.org/scholarship-program>
Deadline: June 1, 2019

Stamp Out Hunger!

Brett Schlosser, Recording Secretary, North Regional Library

It's the month of May once again! All across this nation, people with an enduring love for Family Circus comics and blue polyethylene bags filled with shelf-stable food have been waiting the entire year in anticipation of one thing only. It's 27th annual National Letter Carrier's Association Stamp Out Hunger food drive! Mark your calendars for **Saturday, May 11**. Stamp Out Hunger is the largest single day food drive in the country. You'll soon notice the blue plastic bags available at your local supermarket. All you need to do is fill a bag with shelf-stable food and leave it out at your mail box on Saturday May 11. Your letter carrier will do the rest.

AFSCME 2822 stands in solidarity with our hard-working brothers and sisters of NLCA Branch 9. On **Saturday, May 11**, we'll be in the parking lot of the Lake Street Cub Foods at 2850 26th Ave S, Minneapolis, unloading an endless parade of mail delivery vehicles crammed to the max with donated food, then re-loading subsequent food into very large trucks for delivery to Second Harvest Heartland. Family Circus' Jeff Keane makes a cartoon about it every time! Please join us **Saturday May 11!** It's all to help fill the plates of the 1 in 10 Minnesotans at risk of hunger. Last year we collected 1.2 million pounds of food. Let's beat that goal and Stamp Out Hunger!

Upcoming Events

(a more complete list is on our website, www.afscme2822.org)

International Workers Day March

May 1, 3:00PM

**Gather: Uni-Dale Mall (University & Dale)
608 University Ave W St. Paul
March to the MN State Capitol**

Join other Minnesotans in standing up for union rights and immigrant rights!

UNITE HERE Local 17 Hotel Workers March!

May 1, 4:30PM-6PM

Gather: Peavey Plaza 1111 Nicollet Mall, Mpls

8 Hotels and 1,200 hotel workers will be without a contract on May 1st! They are fighting for what they deserve and they need our support.

Stamp Out Hunger

May 11, 2019, 3-6PM

Lake Street Cub, 2850 26th Ave S, Mpls

Leave a blue plastic bag filled with non-perishable food at your mail box, then come on out in the afternoon to the Lake Street Cub to help unload and load donations. For more, contact Brett Schlosser, bschlosser@hclib.org

Labor Lunch

Wednesday May 15, 11:30AM-1PM

Brookdale Library, Meeting Room ABC

Come have lunch, meet your union representatives, and talk union!

April Meeting Highlights

- ★ The membership endorsed the May 1 UNITE HERE Local 17 March, including approving lost time for 2822 members to attend.
- ★ The membership approved the revised standing rules. They are available on our website under "Our Union."
- ★ Quintin Heard from the Maple Grove Service Center was approved as a new steward-in-training. Thank you Quintin!

Still need to become a member?

Never got around to filling out that membership card? There are several ways to become a member of Local 2822:

- ★ Sign up online at <https://members.afscmemn.org/>
(click on "Sign Up Now")
- ★ Call the AFSCME Council 5 Member Action Network: **651-450-4990**
- ★ Contact our Membership Secretary, Rita Watson by email or send in the card below:
rita.watson@hennepin.us

To sign up as a full union member or to get answers to questions about AFSCME and membership benefits, please fill out this coupon and send to:

Rita Watson
County Attorney's Office
Mail Code 510

Name _____
Job Title _____
Work Location _____
Mailcode _____
Phone _____

I want to sign up as a full member.



AFSCME Dental Plan Contacts

Health Partners:
952-883-5000 healthpartners.com
Group Number: 35991

AFSCME:
651-450-4990
<https://members.afscmemn.org/dental@afscmemn.org>



A New Voice deadline is May 9, 5PM.

Articles should be 400-500 words in length, letters less than 300 words. Send your written contributions to:

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lindseyafenner@gmail.com

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Local 2822 Officers and Contacts

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Local 2822 T-Shirts	NaTasha Baker Nelson natasha.bakernelson@hennepin.us	
Good & Welfare	Rosine Johnson rosine.johnson@hennepin.us	612-596-0970 952-221-7454 (cell)

AFSCME 2822 Steward Assistance

Phone: 612-470-2822 Email: AFSCME2822steward@gmail.com

Weingarten Rights: If you are called to a meeting with a manager, you have the right to have a union representative, officer, or steward present if you feel the discussion could in any way lead to being disciplined or terminated, or affect your personal working conditions. Until a representative arrives, you have the right to not participate in the meeting. Stewards are assigned by the chief stewards.

Shane Clune Chief Steward East Lake Library	sclune@hclib.org clune2822@gmail.com	612-543-8426 (work) 320-224-9344 (cell)
Rosine Johnson Chief Steward Midtown Service Center	rosine.johnson@hennepin.us	612-596-0970 (work)

Kameron Alexander DOCCR/JDC	Jayne Mikulay East Lake Library	Brett Schlosser North Regional Library
Shari Casso* IT/Imaging-GC/NW Hub	Antoine Moore* Ridgedale Service Center	Robbin Sudduth HSPHD/HSB
Ali Fuhrman Mpls Central Library	Genae Nicole Hennepin Health/Grain Exchange	Gertrud Wiesner* Midtown Service Center
Quintin Heard* MG Service Center	Susannah Olson* DOCCR	Jacky Wilson* Public Safety Facility
Regina Jones* Northpoint	Kristin Peter* HSPHD	Daniel Winker IT/Imaging- HCGC
Dari Kolstad* HSPHD/HSB		*Steward-in-training