

THE LOCAL 34 BANNER

Who's in Local 34?

Job Classifications Covered by Our Contract

- ◆ Case Management Assistants
- ◆ Community Health Specialists
- ◆ Chemical Clinical Health Specialists
- ◆ Child Protection Social Workers
- ◆ Child Support Officers
- ◆ Clinical Nursing Specialists
- ◆ Community Health Workers
- ◆ Corrections Counselors
- ◆ Dental Assistants and Hygienists
- ◆ Financial Case Aids
- ◆ Health Care Assistants
- ◆ Health Care Quality Improvement Specialists
- ◆ Human Services Representatives
- ◆ Interpreters
- ◆ Licensed Practical Nurses
- ◆ Medical Assistants
- ◆ Medical Examiner Investigator Assistants
- ◆ Medical Examiner Technicians
- ◆ MHP Medical Services Coordinator
- ◆ Psychiatric Social Workers
- ◆ Psychologists and Clinical Psychologists
- ◆ Public Health Nurses
- ◆ Record Information Specialists
- ◆ Sentencing To Serve Crew Leaders
- ◆ Social Workers and Senior Social Workers
- ◆ Special Programs Counselors
- ◆ Sterile Processing Technicians
- ◆ Training Specialists
- ◆ Veterans Service Representatives
- ◆ Volunteer Coordinators
- ◆ WIC Public Health Nutritionists

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Coming to you on Tuesday, February 6, 2018 7:00 PM

Locations all around the state

Precinct Caucus time!!!

Minnesota holds its precinct caucuses and you can do your part to begin the election process for labor friendly candidates by attending your caucus. Join your neighbors, coworkers, family and friends and weigh in on issues that are important you on your work, your environment, your communities, etc. You have the opportunity to caucus for the candidates of your choice for the governor's seat, you state and federal representatives as well as your state and a federal Senate seat.

If you are not sure where you go visit the following site: <http://caucusfinder.sos.state.mn.us/>

Remember—the power is in your hands—be part of the process!

If Jean ran the world...

President Diederich's column

Kim Jorgensen submitted her resignation as Member-at-Large at the December 20, 2017 Executive Board meeting with an effective date of January 1, 2018. The Executive Board regrettably accepted her resignation. Sametta Hill was elected as the new Member-at-Large at the January 17, 2018 Executive Board meeting to fill that position. Her term will run 2/1/18 – 4/30/19. Please join me in congratulating her and also thanking the other members who put their names forward for this position.

A motion was passed at the January 3, 2018 General Assembly to send up to 4 members to Netroots Nation held in New Orleans August 2 - 4, 2018. The local will cover 3 days lost time, roundtrip airfare (fly out 8/1/18 and return 8/5/18), lodging (double occupancy) for 4 nights, registration and per diem of \$74.00 for 4.5 days. The election will be held at the May 2, 2018 General Assembly. If you want more information about the event please visit their web site at <https://www.netrootsnation.org>. Please plan to attend the meeting as all folks putting their name forward will have an opportunity to give a short speech (1 minute) about why they wish to attend this event and what they will bring back to share with the local.

Keep in mind that we have more events over the course of this year that we traditionally send members to attend: Nellie Stone Johnson Scholarship dinner in March; Labor Education Services Union Women and Femmes retreat usually held in April; AFSCME International Convention held in July; Minnesota AFL-CIO convention held in the fall; AFSCME Council 5 convention held in September. We may have more events that come to our attention. Notices will be posted on our web site for elections for each event so keep checking back.

Jody Stadler, Nominations Chair, will take nominations for the following offices at the February 7, 2018 & March 7, 2018 General Assembly meetings held in HSB 110:

President, Vice President, Treasurer, Sergeant-at-Arms, Chief Steward, Member-at-Large (3 seats), Trustee (3 year term), Minneapolis Regional Labor Federation delegates (5 seats) & alternates (6 seats) and St Paul Regional Labor Federation delegates (5 seats) & alternates (6 seats). Any member in good standing for one full year as of 2/1/18 is eligible to put their name forward for nomination for any of the offices.

If you would like information on the duties & responsibilities of an office send an email to Jean Diederich at jean.diederich@hennepin.us.

If you wish to put name forward for an office please send your name and contact information to Jody Stadler at jody.stadler@hennepin.us.

AFSCME Council 5 Day on the Hill will be held on Tuesday, March 20, 2018 in St Paul. The membership voted to approve sending up to 100 members covering one day lost time, mileage and parking. We will gather names at the February 7, 2018 General Assembly and, if more than 100 members have expressed their interest, hold an election at the meeting. This is open to any Local 34 member. If you are interested in attending please send an email to Jean at jean.diederich@hennepin.us. You should submit your request for SLWOP (special leave without pay) to your supervisor now so that it is approved and gives time for providing coverage for work.

Please note that the AFSCME Council 5 West Metro screenings for candidates running for office in the West Metro are beginning. They are open to all Council 5 members. Any member in attendance can ask questions of the candidates and participate in the discussion for endorsement at the end of the evening. However, only those members whose appointment to the West Metro Screening Committee has been approved by Council 5 President Judy Wahlberg and the Council 5 Executive Board are able to vote on the recommendations. Any recommendation for endorsement made by the West Metro Screening Committee is then forwarded to the Council 5 Executive Board. That body is the only group, per the terms of our Council 5 Constitution, with the authority to approve an endorsement of a candidate for any city, state, park, school or state legislative seat. That body can move a recommendation for the federal level seats on to the AFSCME International Executive Board.

I will try to get the notices of upcoming screening meetings to you as soon as I receive them from the Council 5 Political Department. If you are interested in attending them please let me know so that I can include you in the notices of the meetings.

The following were elected at the January 3, 2018 General Assembly to attend the Labor Notes event April 6—8, 2018: Yunuen Avila, Shanaya Dungey, Jim Edin, Iyana Galloway, Tamika Hannah, Sametta Hill, Bobbie Miller-Thomas, David Paurus, Amorette Robeck and Lindsay Schwab. They will bring back the information from this event to share with all of us as we continue to build our local. The local voted to send up to 10 members covering 1 day lost time; 2 nights lodging (double occupancy); registration costs; roundtrip airfare and 2.5 days per diem (\$74.00/day x 2.5 = \$185.00). If you are interested in reading about the event, you can visit the page at <http://labornotes.org/2018>.

President's column—continued on page 4

September 2017—February 2018

Second Vice President's Report

New Year, New (U)nion!

by Alex Erickson

With the New Year upon us, let's take a minute to review some goals for the 2018 year. With the Supreme Court hearing the Janus case next month, mid-term elections coming in November and our Hennepin contract negotiations beginning this summer and Local 34 officer elections coming in April, our work is more important than ever. Here is a list of goals I have for Local 34 this year, in no particular order:

- 1.) *95% membership.* Local 34 currently has 2456 members in our bargaining unit, with 2123 being full members. If 210 fair share members convert to full membership, our Local reaches this goal. The closer our Local is to 100% membership, the stronger our position is at the negotiation table. This results in a stronger contract for all of us.
- 2.) *Justice For Small Job Classifications.* Veterans Service Representatives, Interpreters, Medical Examiner's Investigative Assistants, Record Information Specialists, Sterile Processing Technicians, Community Health Specialists and other smaller job classes, your concerns are our concerns. We need to work on addressing the concerns of smaller job classes – on the job, in contract negotiations and in our day-to-day operations. A few large job classes make up the majority of our Local – and that is fine. Hennepin County will never have a shortage of Human Services Representatives, Social Workers or Child Support Officers and active members from these job classes within our Union. It is the small job classes that we need to make sure are at the table.
- 3.) *Greater Communication With Membership.* In 2018, we need to be reaching members on the job as well as through the web, phone and mail. We do a good job reaching out to our members, we just need to keep it up and be prepared to rapidly distribute information through our Member Action Team and other channels.
- 4.) *Increase Total Number of Stewards.* Counting our chief stewards, Local 34 currently has 27 stewards. This is a good number, but our contract allows for up to forty-five (45) stewards from Local 34. Recruit, recruit, recruit! Stewards are often the front line of defense for our members and make a huge difference for our members when called upon. If you are interested in becoming a steward, please contact Chief Stewards Kenneth W. Garnier (ken-neth.garnier2@hennepin.us) or Brian Olson (brian.olson@hennepin.us).
- 5.) *Increase General Assembly Attendance, Overall Participation.* We have a great Local with many leaders and activists. Our General Assembly meetings (first Wednesday of every month, HSB Building at 525 Portland Ave S, Room 110, begins at 5:30 PM) consistently have a number of regular attendees. I would love to see more members getting involved in our local's business starting with attending this meeting every month—being forced to find a larger space or move location is a good problem to have. The same story applies for our Member Action Team and activist corps as well as other programming. We are doing a great job but will have an increasing number of holes to fill with drastic increases in both retirement and new hires expected in the coming 5-10 years.

That's it for now! Thank you for the work you do.

In Solidarity,

Alex Erickson, Vice President

From your Senior Chief Steward

Greetings everyone!

I was approved to be your Co-Chief Steward in January of last year and this is my first letter here.

My position runs through 4/30/2018. I want to thank everyone for your support over the past few months. It has been and is a time consuming, rewarding, and challenging position. I have always liked helping people, and I have found this position allows me to help my coworkers with issues that affect them, and help management understand the rights and plights of the workers they manage.

I have filed or helped file more than 10 STEP 2 Grievances. We have won some and lost some. One grievance won led to a 5 day suspension being removed, while another resulted in the rewording of several reprimands and the removal of other parts. I feel by doing so, we have helped our supervisors and our members learn a little more about our contract and how we must all abide by it. This is a learning process.

I need and want to remind everyone to please contact myself, or Kenneth W. Garnier the minute you get a email or message if/when a supervisor ever sends an invite to an investigative meeting. We need as much time as possible to assign you a Steward should that ever happen. Rule of thumb is 48 hours.

Do not forget to invoke your Weingarten Rights at any time you feel it necessary. Cards are available from your local regional Steward, you should have at least one in your region. Check them out!

-Brian Olson

September 2017—February 2018

Highlights of the General Assembly meetings for August 2017— January 2018

August 2, 2017

- > Approved lost time for up to 20 members per event for AFSCME Organizing Days
- > Moved to contribute \$250.00 to the Working Partnerships Golf Tournament
- > Moved to contribute \$500.00 to Safe Haven Shelter supplies drive
- > elected 55 members signed up for the Council 5 convention and authorized the President to fill up the 100 member complement approved
- > approved \$150.00 for food for members attending phone bank for one-on-one MoM card calls, lost time & mileage for attendees
- > approved \$3000.00 for creation of new web site development

September 6, 2017

- > Guest Speaker, Ethan Vogel, from Council 5 gave overview of the 2017 legislative session and talk about participating in the MSSA legislative agenda meeting
- > Guest Speaker Katie Farber gave plug for Working Partnerships & Council 5 Retirees
- > approved creation of antidiscrimination committee to gather & process data, see if patterns exist and present information to the membership
- > approve the appointment of Kenneth Garnier, Grace Baltich, Deb Konechne, Julio Blee and Kim Jorgensen to the committee
- > approved creating a survey to use in talking to our members about this matter

October 11, 2017

- > approved an additional \$500.00 contribution to the Safe Haven supply drive
- > approve up to \$900.00 for purchase of gift in appreciation for the stewards & MAT activists to be given at the December General Assembly holiday event
- > approved expending funds of up to \$2000.00 for the hospitality room for the Local 34 Council 5 delegates
- > approved up to 2.5 hours lost time., parking and mileage for up to 15 members for 2 meetings per month for October 2017—January 2018

November 1, 2017

- > announced that President Diederich was awarded the Council 5 Rick Scott Political Activist award at the Council 5 convention
- > Eliot Seide announced that John Westmoreland is the new Council 5 Executive Director effective November 1, 2017
- > approved additional day lost time for MULP attendees for the 10/25/17—10/27/17 session
- > approved 2.5 hours lost time per meeting for up to 8 members for up to 6 meetings of the Onboarding Workgroup
- > will hold a welcome to the local event at the James Ballantine VFW on 11/3/17 or the Community Health Specialists who have joined our local

December 6, 2017

- > noted that the Executive Board approved \$50.00 for the Community Health Specialist Q&A on 11/20/17
- > presented 1st reading of two amendments to our Local 34 Constitution
- > approved the changes to the Standing Rules for six different parts of those rules
- > started discussion on possible items for contract negotiations in 2018—will continue to add items at the January & February 2018 meetings
- > approved support of petition by Social Workers for pay equality
- > approved motion to send up to 10 members to the Labor Notes conference April 6—8, 2018 in Chicago to be elected at the January meeting

January 3, 2018

- > approved motion to send up to 100 members to the March 20, 2018 Day on the Hill to be elected at the February 7, 2018 meeting
- > approved motion to send up to 4 members to Netroots Nation held 8/1 –5/18 in New Orleans to be elected at the May 2, 2018 meeting
- > 2nd reading of two amendments to our Local 34 Constitution with discussion and motion to approve both of them—wording changes to Senior/Junior Chief Steward & First/Second Vice President—election and when serving in those roles and wording change to delegate status of President to conventions
- > added more items to the our contract proposals with more to be taken at the February meeting
- > note that IRS mileage rate is 54.5 cents/mile effective 1/1/18

President's column—continued:

We held our Local 34 Executive Board Retreat on September 13, 2017. The agenda was geared towards reflecting on what our local has accomplished between 2016 & 2017 based on our goals set at the 2016 retreat and the changes we felt we needed to make for 2018. We are facing two very important challenges—that off the anti-worker forces trying to decimate our unions on both a national and state level but, just as important, the elections held in 2018 for state & federal races as well as that for the Governor's seat. We have enjoyed Governor Dayton playing goalie for us in labor.—protecting us from those in the state legislature who would like to see the ability of public employees to collectively bargain for a fair contract, for good health insurance, for safe working conditions, for fair wages go away. The Executive Board gave direction to the Budget & Finance Committee to work on a budget for 2018 that will allow us to put our resources into strengthening our members in the workplace by ongoing conversations about our union. We noted that our members have to become more involved in the political process in order to ensure that we elect worker friendly candidates who will support all workers with legislation to continue safeguarding our rights.

We also approved using a Consent Agenda for our General Assembly meetings. The use of this tool will allow us to free up time spent going over every single report and handling all items as one action. The officers will have written reports for members to read. Any questions can then be addressed to the specific officer if needed. We will continue to have items under New Business, Old Business, etc., so the integrity of conducting our union's business at the meetings will continue. The intent is to have more time to spend on those items and provide a better forum for discussion of items important to us. We have been using this change since the October 2017 General Assembly and it has been well received.

Note that I am not running for another term as President of our local. It is time to step aside for new leaders to step up. After 17 years of serving you, I will be happy to serve as a mentor to those leaders elected in April of this year—sharing whatever knowledge they ask me to impart.

Jean

Local 34 Member Leads Council 5 Safe Haven Supply Drive

Member Christina Eichorn Supports Women In Need With Donation Of Over 130 Bras!

For this year's Council 5 State Convention, Safe Haven Shelter and Resource Center was selected as a recipient for our annual fundraiser. Safe Haven is the oldest shelter for women, children and survivors in Duluth. Their work on behalf of families is consistently recognized within the community and state and have a mission that aligns completely with our union values.

Of all 41 locals in Council 5, Local 34 proudly led the supply drive, with supplies and financial donations from members adding up to \$1,177.

Christina Eichorn, MN Sure HSR, Government Center, stood out amongst the dozens of Local 34 members with her unique donation: over 200 bras will be delivered to support women in need at Safe Haven. The bras, ranging in size from A to DDD were collected by Eichorn over the last several months. Eichorn has worked part-time at popular lingerie and loungewear supplier *Victoria's Secret* since November 2016. After speaking with co-workers at Victoria's Secret, she realized that many people were holding onto bras that no longer fit. She reached out to Council 5 communications staffer Trisha Harms to find out if Safe Haven could accept gently used bras for their supply drive. When contacted, Safe Haven replied with an enthusiastic "Yes!"

Eichorn delivered the cache of over 200 bras at the Council 5 Convention in Duluth on October 4th, and by adjournment on Saturday, Local 34 had climbed into the fundraising lead for good – for a great cause and organization. Thank you, Safe Haven, all Local 34 members who donated supplies or made a financial contribution and Christina Eichorn for all of your work!

If you are seeking help, please call the National Domestic Violence Hotline at 1-800-799-7233.



L34 member, Christina Eichorn, shows off the donations.

Change in the Amount for County's Parking Reimbursement for County Employees



Hennepin County Medical Center



HealthPartners
Park Nicollet



Effective January 1, 2018 the maximum amount that can be reimbursed for parking in downtown Minneapolis will increase from \$15.00 to \$20.00.

The previous cap of \$1.00 will still be in effect for parking expenses that were incurred prior to January 1, 2018.

As before, parking outside of downtown Minneapolis is reimbursable at the actual amount, with a receipt. The maximum parking amount that can be reimbursed without a receipt is \$5.00.

Please contact your departmental employee expense contact if you have any questions.

Effective January 1, 2018, the following health plan benefits have changed:

- Deductibles and out of pocket maximums have increased.
- The deductible applies to the pharmacy benefit. Until you satisfy your deductible, you will pay the entire price of your prescription drugs.
- CVS pharmacies, including those located in Target stores, are not in the pharmacy network. If you fill a prescription at CVS, you have no coverage and will pay the full cost of the prescription.
- Office visits for mental health or substance abuse in-network or out-of-network are covered at 100% - no deductible or copay.
- The Advantage plan's 2 free office visit copay program has been discontinued.

Outpatient MRI and CT scans are covered at 75%.

View the [2018 health plan comparison charts](#)

Questions about your 2018 health plan benefits? Contact PreferredOne Customer Service at 763-847-4477.

Local 34,



Thank you so much for the generous and unexpected gift. I have loved working with your local. Watching and being a part of the growth and development of so many amazing people in your local has been the greatest.

In Solidarity,
Michael LaCoste



Greetings Jean and members of Local 34, thank you for the very generous donation of \$500.00 to AFSCME Council 5 Veterans Initiative

100% of your donation will go towards helping Minnesota Veterans in our State run homes.

Respectfully and in Solidarity,
Tim Henderson

Jean,

I would like to also take a moment and thank you for your local's donation to the veterans initiative.

In solidarity,
Eric Jacobson, Veterans Initiative

Jean,

Thank you for the holiday card from Local 34 with lots of signatures on it. It really means a lot to me that you and your colleagues take a little time to say THANK YOU. Real top notch & professional. Thank everyone for me.

AND.....I am still having a hard time imagining you not at the helm of Local 34, and even worse RETIRING! (I'm really more jealous than anything!) You have been such a solid presence in your career here, and a true leader that understands how important balance is, as well as advocacy, collaboration and partnership. Thank you again – you are one in a million.

Michael Rossman
Chief Human Resources Officer

Local 34 Sisters & Brothers,

Thank you for the generous Christmas gift card. That blessed my heart!

Warmth,
Gail Grant

Jean,

I received the Christmas card from local 34. Thank you so much for including me in your holiday greetings. I fondly reflect on all my memories of working with all the Hennepin County locals and often miss the fun rapport we all developed.

I hope all is well for everyone in local 34. I look forward to the new year and hearing about all the trouble local 34 will raise!

My best to everyone!

Sincerely,
Alison Kelly
AFSCME Council 5, Field Representative

Our Local 34 Good & Welfare Policy—found in our Standing Rules

II. Financial Policy Regarding:

B) Good and Welfare:

1. Good and Welfare was established to send remembrances to Members during times of happiness or sorrow. Examples of qualified instances are marriages, birth or adoption of a child, prolonged illness or hospitalization of a member, death of a member, death of a family member, immediate family member or significant others as designated by our contract. Per Article 16 of our contract, family is defined as spouse, parent, step-parent, parent-in-law, children, stepchildren, brothers, brothers-in-law, sisters, sisters-in-law, aunts, uncles, nieces, nephews, grandparents, grandparents-in-law, grandchildren, or person regarded as a member of the local member’s immediate family or, if the person is, in the opinion of the Chair of the Good and Welfare Committee and President of the Local, a family member.
2. The Chair of the Good & Welfare Committee, or in the Chair’s absence, another person designated by the President of the Local, is authorized to order flowers, plants, balloon bouquets or memorial and send cards on behalf of AFSCME Local 34.
3. This gesture is limited to dues paying members of Local 34 (Fair Share payers are excluded). Persons that are on approved leave and were dues paying members at the time of going out on leave are considered members.
4. Flowers, plants, books and memorials are limited to \$60.00 each, plus shipping, handling, and delivery. Flowers and plants can be sent to a member having surgery or away from work for a prolonged illness. Two books, “A is for Activist” and “Counting on Community” by Innosanto Nagara will be sent for the birth or adoption of a child.
5. Memorials of \$60.00 may be sent to honor the death of a member or the death of member’s family member.
6. Cards may be sent to members getting married, retiring, gaining U.S. Citizenship. Cards may also be sent upon the death in the family of a member. In the instance of a member’s death, a card may be sent to the family of the member that passed away.
7. Members are entitled to and limited to one remembrance per occasion each year.

Please contact Amanda Abell and Robert Warmboe with any Good & Welfare requests via email:

Amanda.Abell@hennepin.us

Robert.Warmboe@hennepin.us

Your request should include the name of the member, the reason for the request (birth, death, recovery from illness), and, if requesting delivery of plant or flowers, the home phone of the member (required for delivery). If you are requesting that a memorial be sent in honor of a loved one, please include the person’s name & relationship to the member as well as the name & address of the charity or organization designated by the family.

February	<p>Wed the 7th—Local 34 General Assembly Meeting 5:30 p.m. Human Services Building 525 Portland Avenue, Room 110, Minneapolis 55415</p> <p>Wed. the 21st—Local 34 Executive Board Meeting 5:30 p.m. Human Services Building 525 Portland Avenue, Room 917, Minneapolis 55415</p>	March	<p>Wed. the 7th—Local 34 General Assembly Meeting 5:30 p.m. Human Services Building 525 Portland Avenue, Room 110, Minneapolis 55415</p> <p>Wed. the 21st—Local 34 Executive Board Meeting 5:30 p.m. Human Services Building 525 Portland Avenue, Room 917, Minneapolis 55415</p>
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Nuts and Bolts

A brief guide to your Local 34

STEWARDS

Brenda Blaisdell	Jennifer Merritt
Julio Blee Alarcon	Thomas Moore
Teisha Broomfield	David Paurus
Dawn Coburn-Paden	Rita Phelps
Jacqueline Coleman	Shawnice Reid
Shanaya Dungey	LaTrena Robinson
Cassandra Dutrieuille	Lindsay Schwab
James Edin	Mara Ssengendo
Katherine Folta	Sean Watkins
Emily Frazier	Karen Womack
Sarah Haigh	All Stewards serve a year long appointment beginning in May and lasting until April the following year.
Remy Huerta-Stemper	
Caroline Malone	
Watchen Marshall	

LOCAL 34 OFFICERS

President—Jean M. Diederich

First Vice President — Grace Baltich

Second Vice President — Alex Erickson

Treasurer—Paul Madison

Secretary—David Yang

Membership Secretary— Deborah Konechne

Sergeant-At-Arms— Andrea Lazo-Rice

Senior Chief Steward— Kenneth W. Garnier

Junior Chief Steward— Brian Olson

Members-At-Large—

Angel Alexander

Tamika Hannah

Sametta Hill

Brenda Louise

Alexandra Marzolf

Kay Powell



<https://www.facebook.com/groups/Local34/>

Closed group: email [Amanda Abell](mailto:AmandaAbell) for an invite



@AFSCME

@AFSCMEMNS

AFSCME Local 34

We make America Happen

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jean.diederich@hennepin.us

Union: an organization of workers formed to protect the rights and interests of its members

Merriam -Webster online

September 2017—February 2018