

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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Nominations Report—Jody Stadler, Nominations Chair

The first round of nominations took place at the February 7, 2018 General Assembly with the following names put forward:

President: Alex Erickson, Grace Baltich

Vice President: Kay Powell

Treasurer: Paul Madison

Sergeant-at-Arms: Andrea Lazo-Rice

Chief Steward: Brian Olson, Remy Huerta-Stemper

Member-at-Large: Bobby Miller-Thomas, Dawn Coburn-Paden, Yunuen Avila
(3 positions)

Trustee: Christina Eichorn, Kathy Kelly
(3 positions)

Minneapolis Labor Federation Delegate: Grace Baltich, Jean Diederich, Kenneth W. Garnier,
(5 positions) Kay Powell

Minneapolis Labor Federation Alternate: Deborah Konechne, Maggie Keating
(6 positions)

St. Paul Labor Federation Delegate: Justin Dempsey, Kathy Kelly
(5 positions)

St Paul Labor Federation Alternate:
(6 positions)

The second and final nominations will be taken at the March 7, 2018 General Assembly. Please contact me if you wish to out your name in nomination for any of the above listed positions. Send me an email at jody.stadler@hennepin.us or call me at 612-348-7371.

President Diederich's Column: *If Jean Ran the World*

ANNOUNCEMENTS:

The 2018 AFSCME Council 5 Day on the Hill

is coming up at the end of this month — Tuesday, March 20th. Our Local voted to send up to 100 members to this event. So far we have 78 members signed up so there is room for another 22 folks. The local covers one day lost time, parking and round trip mileage from home to St Paul RiverCentre as well as the cost of registration.



We will talk to our legislators about better transportation, better staffing levels, better resources for colleges & universities, better resources for child protection and better funding for local government aid to fund the services we provide on a daily basis. Please let me know by **Friday, March 9th**, if you would like to participate with your fellow AFSCME members from across the state as we address issues of concern to us as we fight for our freedom to build a better Minnesota for all of us.

We will hold elections for several events at the March 7th General Assembly:

1st—elect up to 8 members to attend the Nellie Stone Johnson Scholarship Dinner held Thursday, March 24th at the Envision Catering in Oakdale, MN. The event begins with a reception and silent auction at 5:30 Pm with a meal and program to follow.

2nd - elect up to 4 members to attend the CBTU (Coalition of Black Trade Unionists) convention held May 23—28, 2018 in Orlando, Florida. The local covers 3 days lost time, per diem of \$59.00 for 5.5 days, roundtrip airfare, double occupancy lodging for 5 nights and cost of registration.

If you are interested in putting your name forward for either of these two events please plan to attend the meeting. It is held at 5:30 PM in HSB 110. 525 Portland Ave (corner of Portland Ave & 6th St), Minneapolis.

Our Local 34 web page has a new look - please take some time to check it out at www.afscmelocal34.org/. Alex Erickson, our new web developer, welcomes any suggestions and comments. Send them to alex.erickson@hennepin.us.

I would like to give a huge **THANK YOU** to outgoing web developer, John Herzog. He got our first web site up and running 15 years ago which really did bring our local into the 21st century—always adding items that were important to us to the front page. He continued to serve us after his retirement until we got the new page in place,



Local 34 members, retiree and children at the 2/24/18 Working People's Day of Action: Deb Konechne, Jean Diederich, John Herzog, Lindsay Schwab & daughter, Violet, Grace Baltich & son, Kallan, Kathy Kelly and Kenneth W. Garnier.

Our voices joined those of fellow union members and allies from immigrant fights groups, faith organizations & the business community as we pledged to keep up our fight for the freedom to collectively bargain. It may have been a cold day outside but inside was filled with the warmth generated by the passion and energy of those filling the rotunda and balconies.

From Hennepin County HealthWorks:

Save money on health and dental care

There are a number of benefits that can be convenient and save on your health and dental costs, including:

The Be Well Clinic

The clinic, is located across from the Government Center, and provides high quality care with no copays or deductibles to all adult members enrolled in any of the county's health insurance plans. Pharmacy copays apply.

Pharmacy

Save money by using a pharmacy in the Navitus Health Solutions network

Order prescriptions online through NoviXus

Online care

Online care provides treatment for 60 of the most common conditions and has **no copays or deductibles**:

- All plans: MDLive
- Advantage (HealthPartners/Park Nicollet) and Standard: Virtuwel
- Advantage (Fairview/North Memorial/HealthEast) and Standard: Oncare
- Advantage (Hennepin County Medical Center/NorthPoint): E-visits HealthPartners Little Partners Dental

Through HealthPartners Little Partners dental benefit, children under 12 receive no-cost dental care for most services. HealthPartners dental enrollees can save 15 percent at these orthodontic clinics in Minnesota: HealthPartners Orthodontics, Three Rivers Orthodontics, Orthodontic Care Specialists, LTD and The Dental Specialists Orthodontics. To receive it, simply show your HealthPartners' member ID card.

Trying Times For Labor Makes Us Stronger

This past February 15th and 16th, I was invited to represent Council 5 at the AFL-CIO Workers Winning Campaign Conference in St. Paul. Education Minnesota's Amy Derwinski and the AFL-CIO's Todd Dahlstrom joined me as panelists on organizing in a post-Janus "right to work" environment. Fortunately for us, AFSCME and our local have been well ahead of the curve in preparing for any large changes to public sector labor law, which unfortunately seems more a matter of "when" than "if."

AFSCME Local 34's membership percentage has moved up significantly in the past six months and our "maintenance of membership" percentage steadily closes in our overall membership percentage. Engaging our membership has always been the right answer, and we have made concerted efforts to do this through organizing days, Member Action Team events, Labor Lunches and other methods, all of which are proving to be successful.



Due to our preparation work, Local 34 will continue to thrive and be in a strong position for years to come, no matter what changes occur in the law. An important point I made during the panel, responding to an audience member who was commenting on the overall "bummer" of witnessing attacks on workers' rights at the Supreme Court and other avenues: never lose hope, never quit.

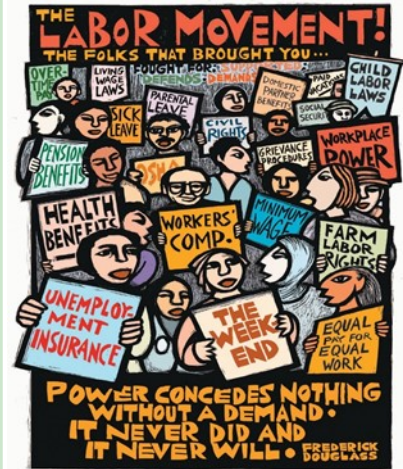
The Teamster's Strikes in Minneapolis in 1933 took place two years before Franklin D. Roosevelt's National Labor Relations Act was passed, granting many workers the ability to form unions for the first time. This Local was chartered in April 1950, 21 years before the State of Minnesota passed PELRA into law. There is little need to bemoan the makeup of the current Supreme Court. It is what it is: a 5-4 split that at the moment is tilted, by one significant vote, to be sympathetic to business interests and corporations in most cases.

Our times are no different than that of our parents in the 1950s or grandparents in the 1930s. These previous generations had no special gifts that you or I do not possess. In fact, based on all of the members I have had the joy of interacting with, I would say we might even be at a slight advantage. Local 34 members have never been more educated, diverse or experienced as we are today. Previous generations took the cards that were dealt to them and made the best of what they had, and in most cases, left their unions in stronger positions than where they started. It is a historic time for labor, no doubt.

We must take the current moment as an opportunity to keep engaging with our membership and build a stronger union that is able to negotiate the best contract possible and exercise the most power in the workplace. And it was truly a thrill to be able to share with a roomful of labor leaders that our Local is doing just that. Thank you for all you do.

In Solidarity,
Alex Erickson

Contract Surveys



You should have received the survey via two methods:

A survey was included in the officer election notice that was sent to everyone at their home mailing address mid-January.

Members have been handing them out at the worksites on AFSCME member days.

Please complete and return your survey. The information you provide is important as we work on crafting our contract proposal. We look at all the comments as they help us to fine-tune the suggestions brought by members to the December—February General Assembly meetings. The better prepared we are when we go into negotiations the more successful we will be in presenting our rationale for our proposals.

Thank you to everyone who has already returned your surveys.

If you still have your form you can send it to Jean Diederich, FJC—mail code is L890.

Reminder for those close to retirement: you can choose to continue the dental benefit as a retiree. Once you have received your final severance check, the County sends a notice to Council 5. You are then sent an enrollment form by the third party administrator for dental benefits. The current cost is \$53.00 per month and covers you, your spouse and eligible dependents if they are on your current coverage.

From Your Chief Steward

Local 34 members, coworkers, friends. I want to thank everyone who has helped and supported me to grow as your Co-Chief Steward the past year. I have learned a lot about what the Union does and have been able to help my coworkers in their dealings with their supervisors and Hennepin County Management in investigations, with their Meet and Confer issues, and by bringing policies to EWS management. I have filed and continue to file grievances with Hennepin County Labor Relations when there appears to be unjust discipline given to a worker/member. I help address issues with Management regarding policies and procedures that appear to need changing. I do these things in a civil respectful manner, just wanting to get to the truth, and the facts of issues.

REMINDER! Please contact me at Brian.olson@hennepin.us or Kenneth W Garnier at Kenneth.Garnier2@hennepin.us immediately if you should ever be asked to attend an Investigative Meeting by your supervisor so we can assign a Steward on your behalf quickly and appropriately. It is so important we get the details from you right away!

As you can see, Local 34 Union does much more than most members think. Our Local 34 Union is not all about politics. We are about Worker Rights in the workplace. It is about having a voice in our workplace. It is about helping workers resolve differences, issues with their supervisor from time to time. It is sometimes partnering with Hennepin County for the good of our clients, and residents we serve. We get to engage Hennepin County in Contract negotiations to get a good decent wages, healthcare and benefits for all workers. We strive to make the workplace a better place for all with fair wages.

I am also now getting the opportunity to be involved in the Contract Negotiations process which I am really looking forward to. I feel am in the right place at the right time due to having been with Hennepin County for 28+ years. I think I know what things are important to us as workers in all of EWS and will ardently argue and support our causes for a good, fair Contract. We are building a respectful, professional relationship with Hennepin County Labor Relations so we may optimize benefits for all.

We need to be strong together as a Union as these things that I do for you is being threatened by the Right to Work issue, and the Janus Court case being heard this week, Feb 26. It is vitally important that we support Local 34 for all the reasons above even if you do not agree with Local 34 politics. These things we do will be altered by a negative result of this case that will affect our abilities to serve you.

Kenneth and I have learned many aspects of the position and continue to learn more every day. We are have quietly become vocal, effective representatives for you, our members. We appreciate everyone's opinions because without them we cannot learn about your needs and concerns. In other words, the many different perspectives of each Officer and member of Local 34. We/I am still learning about Local 34, Council 5, how we relate to HC Labor Relations, Grievances, Investigations, and the many issues all Local 34 members encounter daily. It is sometimes daunting, yet excitingly challenging!

In peace and solidarity,

Brian Olson, Your Local 34 Co-Chief Steward.



February 24, 2018 saw over 1000 activists from labor, faith groups and community allies gathered at the St Paul State Capitol as they celebrated their freedom to join together in having a voice on the job. Attendees committed to fight corporate attacks on that freedom with solidarity. This rally was one of over two dozen held around the country as working people stood up to tell their stories about the benefits that collective bargaining have and the role that unions play in their communities.

This is a issue of equality for working people. Unions are not backing down in the face Janus and other anti-worker initiatives. We will continue our work—we will move forward!



Dear Friends,

Thank you for your wonderful gift to Hospice of the Valley! As requested, your gift has been restricted to our Eckstein Center.

Hospice of the Valley delivers compassionate care, regardless of insurance status or financial means. Your gift will help us to endure skilled and loving care for the thousands of patients and families who come to us in need of comfort and support.

We value your trust and confidence in our patient-centered mission.

Warm regards,
Debbie Shumway, Executive Director

Dear Sister Diederich,

We want to offer a heartfelt thank you on behalf of AFSCME's 1.6 million members for your recent contribution to the our Fallen heroes Fund. Your contribution will go directly to support members their families, and others who lost so much to the hurricanes that ravage Texas, Florida, Puerto Rico, as well as the California wildfires.

AFSCME members were critical in responding to those crises, and they continue to work supporting their communities while putting their own lives together. We know your support means the world to them.

Thank you again for your caring and generosity.

In solidarity,
Elissa McBride Secretary Treasurer
Lee Saunders President

Dear Local 34,

Thank you for your generous support of Journey Church! With the generous support of people like you, Journey Church is working to fulfill our mission to "Connect-Grow-Reach" our community.

Sincerely,
The Board of Journey Church

Dear Local 34 Officers & Members,

On behalf of the State Retiree Council Board and retired union members they represent, thank you very much for your generous \$50.00 donation from AFSCME Local 34 to the Council's 15th annual Fun(d)raiser.

Your contribution will help the Council to inform retirees about issues that affect them and organize retiree action to assure a dignified and economically secure retirement for people of all generations.

Gratefully,
Bill Moore, President,
Minnesota AFL-CIO State Retiree Council

Dear Local 34,

Thank you for your ongoing contribution to Alliance Housing. As a Good Neighbor donor, you are the backbone of Alliance's work. To make it possible for individuals and families to create homes for themselves—especially low-wage workers and people who need a second chance—we need a consistent source of individual gifts. Alliance is fortunate to have 300+ committed annual donors. We'd like to support an ongoing relationship with all donors, especially those as generous as you.

Thank you.

Sincerely,
Barbara Jeanetta Executive Director
Ben Olk, III Board Chair

Dear Local 34,

Thank you for advertising in the Minneapolis Labor Review's precinct caucus issue.

Sincerely,
Steven H. Share, Editor

Did You Know?

Did you know that you have three free cleanings per year for each person covered by our Local 34 dental benefits? Keep your teeth, and those of your family members, in good shape by scheduling those cleanings now. Good dental health is good for your smile!

Thank you to our AFSCME Dental Trustees who work on keeping this benefit thriving!



February 7, 2018 General Assembly Highlights:

- Council 5 Field Representative, Jolene Catudio, reported that the Council 5 Political Department is setting up meetings with state legislators— anyone interested in helping should contact her
- Labor/Management Meeting with Corrections—will be hiring more Case Management Assistants so Local 34 will have more of a presence there
- Motion approved to elect all the members who put their name forward for Day on the Hill and give the President the authority to fill the 100 member complement. If you are interested in attending Day on the Hill send an email to Jean Diederich by 3/7/18
- Motion approved to purchase 3000 Local 34 lapel pins with the date 1950 to commemorate the year our local was chartered by the International union
- Motion approved for an additional 2 meetings for up to 8 members covering 2.5 hours lost time and mileage for the Anti-discrimination Committee
- Motion approved to purchase table for eight at \$525.00 for the Nellie Stone Johnson Scholarship Dinner held Thursday, March 24th in Oakdale. The eight attendees will be elected at the March 7, 2018 General Assembly. Please let Jean Diederich know if you would like to put your name forward for that event
- Motion passed to send up to 4 members to the CBTU (coalition of Black Trade Unionists) convention held May 23—28, 2018 in Orlando, Florida. The local will cover 3 days lost time, per diem of \$59.00 for 5.5 days, lodging at double occupancy for 5 nights, round trip airfare, and convention registration. Delegates will be elected at the March 7, 2018 General Assembly. If you are interested in putting your name forward please contact Jean Diederich
- Approved resolution supporting the Federation of St Paul Teachers
- Approved contribution of \$500.00 to support the SPFT contract and possible strike efforts
- Approved resolution supporting the Minneapolis Federation of Teachers
- Nominations Chair, Jody Stadler, took the first call for nominations for officers, trustees, and delegates to the Minneapolis and St Paul Regional Labor Federations
- Approved motion for \$100.00 to pay for food for the members tabulating the contract surveys 2/28/18
- Master Negotiations Committee meetings have been set for 3/5/18, 3/19/18 and 4/2/18. All six Hennepin County AFSCME locals—34, 552, 1719, 2822, 2864 and 2938—will meet to review proposal suggestions and work on joint proposal to present to the Employer when negotiations open in May, 2018

Sister's and Brother's -

Thank you for your membership, activism, and leadership at all levels! When we stand together, we win respect, justice, and equity! Our strength is our collective action. One of my goals as your Vice President is to work towards justice and equity for ALL workers. Whether that's through direct actions, worker rallies, listening sessions, advocacy at Meet and Confer's, organizing, etc. With contract negotiations coming up, we must stand up with each other and not allow the County to pit groups of workers against each other – whether it's large versus small classifications or one local versus another.

There has been great work being done around several workplace issues - Child Protection issues, HSR Onboarding issues, Anti-Discrimination workgroup, Harassment and bullying by supervisors, etc. We need to continue to work towards justice in these areas. We need to ensure our workplaces are safe places to work where employees are valued and empowered to grow in their profession.

Here are ways you can be active to ensure we win justice and equity – Attend our local membership mtgs the first Wed of each month at 5:30pm at HSB; Wear AFSCME Green on Tuesday's; Attend County Board mtg's on Tuesday's at 1:30pm at the GC; Wear your AFSCME lapel pin daily; attend Rally's (TBD). Watch for action information to come.

Solidarity!!

Grace Baltich



Proud to bring my son Kallan to his first Rally at the Capitol – Working People's Day of Action 2/24/18

MEMBERSHIP SECRETARY

Dear Local 34 Sisters and Brothers,
Thank you so much to each and every one who has participated over the past 2 years in AFSCME Strong Organizing Days, Labor Lunches and in our Local 34 MAT leadership team. Thank you as well to all who have taken the time to talk to us at the worksites and have expressed an interest in getting more involved.

We are in a period where things are changing rapidly for our unions and everything we do to engage and strengthen our union and our commitment to each other, will be critical for our future.

The U.S. Supreme Court just started hearing arguments today in an effort by the wealthiest 1% to destroy our unions. In May we will start contract negotiations to bargain our future wages, benefits and conditions. Everything we all have done so far, has put us in a very strong place to withstand the attacks on our unions, and to have strength at the bargaining table. Thank you! But we must keep up the fight for what we deserve, because we still have much to do! Our children, their children and future generations are depending on us!

With Deep Gratitude and Solidarity,
Deb Konechne, AFSCME Local 34 Membership Secretary.

Onboarding Committee: Local 34 members formed a committee to tackle the issues confronting new employees going through HSR Onboarding. We distributed surveys and are now tabulating them to uncover the main problems experienced in onboarding and the solutions to correct these problems. To get involved, contact Yunuen Avila, Julio Alarcon Blee, or Ali Marzolf.

WE ARE STRONGER TOGETHER!
UNITED We Bargain, DIVIDED We Beg!

AFSCME Organizing Days: In 2017 and 2018 so far, we held 8 Organizing Days and Labor Lunches at various hubs: Northwest, HCGC, North, HSB, West, South Suburban, and South Mpls. We visited worksites at Richfield, North Satellite, Powderhorn Partners, 1800 Chicago, Brookdale, Ridgedale, Sabathani and North Point. Thank you to all who met with us! We had 1:1 conversations with nearly 300 coworkers. We shared pizza with over 500 members. Through all these efforts we are bringing our union to the worksites, engaging and learning from our members, and building involvement, membership and leadership.

MAT leadership. If you are interested in learning more/becoming a MAT leader for your worksite/team, please contact: Deborah.Konechne@hennepin.us Next MAT Quarterly meeting: April 12th.

Anti-Discrimination Committee: A number of members formed a workgroup to challenge discrimination in our worksites. We distributed surveys and are now processing those returned. The workgroup started after a Local 34 information request to the county revealed that in 2016, 56% of involuntary terminations were workers of color, while only 26% of the workforce was workers of color. Our goal is to end the disparate treatment and terminations of workers of color. To get involved, Contact Deborah Konechne or Bobbie Miller Thomas.

March

Wed. the 7th—Local 34 General Assembly Meeting

5:30 p.m. Human Services Building
525 Portland Avenue, Room 110, Minneapolis 55415

Tue the 20th —Council 5 Day on the Hill

7:30 AM registration St Paul RiverCentre
175 West Kellogg Blvd, St Paul MN 55102

Wed. the 21st—Local 34 Executive Board Meeting

5:30 p.m. Human Services Building
525 Portland Avenue, Room 917, Minneapolis 55415

April

Wed. the 4th—Local 34 General Assembly Meeting

5:30 p.m. Human Services Building
525 Portland Avenue, Room 110, Minneapolis 55415

Wed. the 18th —Local 34 Executive Board Meeting

5:30 p.m. Human Services Building
525 Portland Avenue, Room 917, Minneapolis 55415

March 2018

Nuts and Bolts

A brief guide to your Local 34

STEWARDS

Jamoda Acevedo

Brenda Blaisdell

Julio Blee Alarcon

Dawn Coburn-Paden

Jacqueline Coleman

Shanaya Dungey

Cassandra Dutrieuille

James Edin

William Fernow

Katherine Folta

Emily Frazier

Sarah Haigh

Remy Huerta-Stemper

Caroline Malone

Watchen Marshall

Jennifer Merritt

Thomas Moore

David Paurus

Rita Phelps

Shawnice Reid

Lindsay Schwab

Sean Watkins

Karen Womack

All Stewards serve a year long appointment beginning with the May General Assembly and lasting until April of the following year.

LOCAL 34 OFFICERS

President—Jean M. Diederich

First Vice President — Alex Erickson

Second Vice President — Grace Baltich

Treasurer—Paul Madison

Secretary—David Yang

Membership Secretary— Deborah Konechne

Sergeant-At-Arms— Andrea Lazo-Rice

Senior Chief Steward— Brian Olson

Junior Chief Steward— Kenneth W. Garnier

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



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@AFSCMEMNS

AFSCME

We make America Happen

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Email the editor: jean.diederich@hennepin.us

Activist

Noun: a person who campaigns to bring about political or social change

Adjective: campaigning to bring about political or social change.

Google online



March 2018