

THE LOCAL 34 BANNER

Who's in Local 34?

Job Classifications Covered by Our Contract

- ◆ Case Management Assistants
- ◆ Chemical Health Counselor
- ◆ Chemical Health Counselor, Sr.
- ◆ Child Support/Collection Service Officer
- ◆ Child Support/Collection Service Officer, Principal
- ◆ Child Support/Collections Service Officer, Senior
- ◆ Community Health Specialist
- ◆ Community Health Worker
- ◆ Community Health Worker, Senior
- ◆ Corrections Counselor
- ◆ Dental Assistant
- ◆ Dental Hygienist
- ◆ Financial Case Aide
- ◆ HH Medical Services Coordinator
- ◆ Health Care Quality Improvement Specialist
- ◆ Human Services Representative
- ◆ Human Services Representative, Senior
- ◆ Interpreter
- ◆ Interpreter, Senior
- ◆ Medical Assistant
- ◆ Medical Examiner's Investigative Assistant
- ◆ Medical Examiner's Technician
- ◆ Nurse, Licensed Practical
- ◆ Nurse, Public Health
- ◆ Nursing Specialist, Clinical
- ◆ Psychologist, Clinical
- ◆ Psychologist, Senior Clinical
- ◆ Record Information Specialist
- ◆ Sentencing to Service Crewleader
- ◆ Social Worker
- ◆ Social Worker, Child Protection
- ◆ Social Worker, Psychiatric
- ◆ Social Worker, Senior
- ◆ Social Worker, Senior Psychiatric

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2019 Officer and delegates to Minneapolis & St Paul Regional Labor Federation bodies nominations will be taken at both the February 6, 2019 and March 6, 2019 General Assembly meetings. Those meetings are held at 5:30 PM in HSB 110, 525 Portland Ave, Minneapolis (corner of Portland Ave and 6th St).

A notice with the list of open seats has been sent to all members via US mail. If you have not received that notice you should call the Council 5 MAC at 651-450-4990 to check on your mailing address on the Council 5 records and update if an old address.

Any member in good standing for one year prior to February 1, 2019 is eligible to run for office. If you wish to put your name forward for one of the officer/delegate positions you can do so by attending the 2/6/19 or 3/6/19 General Assembly or by sending an email prior to the meetings to the **2019 Nominations Chair**, Jean Diederich, at jean.diederich@hennepin.us.

AFSCME Family, **Seniority List**

Please find the attached searchable PDF of the seniority report for our AFSCME local 34. You may also go to the Labor Relations Sharepoint page <https://hcconnect.hennepin.us/LR/Pages/AFSCME-Local-34-Information.aspx> to review the seniority list broken down by classification. Each year per our Contract, we have the opportunity to review the Seniority list the County has for our Local 34 and bring forward any disputes or disagreements we have with our hire date or job classification change date in the County's list. Please review this attachment or sharepoint page list and reply to me if you have disagreement with your seniority status (hire date or job change date) as soon as possible. I will need to finish compiling a list to send to the County to correct.

AFSCME Day-On-The-Hill on Tuesday March 26th

Mark your calendars and request time off to attend our annual AFSCME Council 5 Day on The Hill at our Minnesota State Capitol. We'll brush up on our lobbying skills, hear from our elected officials, rally in the Capitol rotunda, and then talk to our legislators about the issues that impact working Minnesotans.

AFSCME Local 34 has approved to send up to 100 members to Day on The Hill with Lost-time, mileage, parking, and registration fee covered. Please reply to me your interest in attending – first come first serve.

UPDATE: EWS Time-Off Policy Grievance Arbitration

A significant victory in the EWS Time Off Class Action Grievance was reached last week as management reduced the time off deadline from 45 days to 30 days with the reminder that you may request time off up to 48 hours in advance of the time. Based in part on this movement the arbitration has been postponed. Please see the February newsletter for more.

Open Local 34 Executive Board Member-at-Large Seat

Thank you to Dawn Coburn-Paden for your service on our Local 34 Executive Board. Dawn's Member-at-Large seat is now open on our Executive Board. Per our Constitution, our Executive Board will appoint to fill the open seat. We will screen candidates for appointment at our 5:30pm Executive Board meeting on Wed February 20, 2019. If you have been a member in good standing for at least one year and would be interested in serving as a Member-at-Large on our AFSCME local 34 Executive Board, please e-mail me and I will send you a questionnaire to submit to me by EOB Monday February 18, 2019.]

In Solidarity,

Grace Baltich

President, AFSCME Local 34

Chief Steward Report 01/02/2019

Senior Chief Steward: Kenneth W. Garnier

Junior Chief Steward: Remy K. Huerta-Stemper

Active Stewards: 32

Alyssa Saby, Amorette Robeck, Brenda Blaisdell, Caroline Malone, Cassandra Dutrieuille, David Paurus, Dawn Olmstead, Delia Dilday, Emily Frazier, Florence Williams, Jacqueline Coleman, James Edin, Jamoda Acevedo, Janine Hudson, Jonathan Reeck, Julio Blee Alarcon, Karla Schulz, Lindsay Schwab, Rita Phelps, Sarah Haigh, Sean Watkins, Shakiya Shafer, Shanaya Dungey, Shawnice Reid, Sheri Peterson, Solange Davis-Rivera, Tasheema Hopson, Teisha M Broomfield, Tremayne Odom, Watchen Marshall, William Fernow, Zachary Nagle

Local #34 Grievance Dates for January

01/10/2019 4 Grievances scheduled

01/25/2019

Quarterly Steward Training/Meetings for 2019

January 24 *South Hub Rm. 122*

April 25 ULC

July 25 ULC

October 24 ULC

Arbitration for EWS Time Off Policy Scheduled 01/31/19 – 02/01/19

Met with Ken Loffler-Kemp 1/2/2019

Possible remedies

Impact on discipline

Specifics of contract violations

Arbitration Review Crew

Amorette Robeck, Brian Olson, David Paurus, Gabriella Stumpf, Kevin Chavis, Lindsay Schwab, Sarah Haigh

Meeting held 12/26/18- Ongoing meetings scheduled for the Fourth Wednesday of each month.

Topics covered:

Class-action grievances

Arbitrations

Widely felt Issues

Strategy

General:

160 members contacted directly regarding late Employee Performance Reviews

Working to resolve on a one-on-one basis

EWS Time Off Policy Grievance Update - submitted by Aaron Gardner-Kocher

EWS staff saw important progress recently in our efforts to get the county to re-write the EWS time off policy. The county significantly reduced their unreasonable due date for time off requests, and added clarification that time off requests still can be made after the initial due date. Partly due to the county showing they are finally hearing our voices and making change, the union has agreed to postpone arbitration for the time being. This win for us came as a result of the efforts of hundreds of union members who have participated in filing and delivering grievances, and continued to speak out about how this issue affects us. It came also because we will not back down and will pursue this issue all the way to arbitration if it is not fully resolved. While the recent changes are a partial win for us, there are still many changes that need to be made in order for the policy to comply with our contract and basic fairness. We will keep pursuing this issue through all possible means including arbitration.

If you are unfairly denied time off, please save all the documentation you can and contact our Chief Stewards Remy Huerta-Stemper and Kenneth W. Garnier.

From Hennepin County Total rewards notice sent to employees on January 14, 2019:

Your well-being and the well-being of your family are important to us. Hennepin County is launching two new benefits to help you take care of your emotional and financial well-being at no cost to you.

Get 24/7 mental health support through Learn to Live

Learn to Live offers confidential offline and online learning modules, webinars and more to help you understand stress and mental health conditions and find relief by managing them. Through Learn to Live, you also have access to coaches via text, email or phone, all free of charge.

For information, visit Learn to Live's website, <https://www.learntolive.com/partners>;

Access information with the code word "HENNEPIN".

Learn to Live is part of a continuum of benefits Hennepin County provides to support your emotional well-being, including our Employee Assistance Program and zero copays for mental health services. Learn more on our employee health and wellness website, <https://www.hennepin.us/employees/health-wellness>

Per our January 10, 2019 HealthCare Meeting, this program is available to employees and their families.

Take charge of your financial future with Financial Choice

Develop your financial goals with LSS Financial Choice. You and your household members can access up to 24 financial education classes and up to six financial counseling sessions per year free of charge. These can help you achieve your goals, from eliminating student loan debt to saving for retirement.

For information, call 877-606-4284, visit the LSS Financial Choice website, <https://www.lssmn.org/financialcounseling/hennepin> or check out the HC Connect calendar, <https://hcconnect.hennepin.us/Pages/Events%20and%20training.aspx> for upcoming classes.

Learn more on the making the most of your pay and benefits website, <https://www.hennepin.us/employees/make-the-most-of-your-pay-benefits>

NEW: Code of conduct training

Please review and acknowledge the new code of conduct by February 20. Note: Staff in the Department of Community Corrections need to review and acknowledge the code by March 16. The online training is expected to take 15 minutes.

Directions to access the code of conduct training in APEX found at <https://hcconnect.hennepin.us/IA/Pages/Code%20of%20Conduct.aspx>

If you are unable to complete the training during this time, please alert your supervisor.

Code of conduct outlines ethical standards

The code of conduct demonstrates Hennepin County's commitment to its core values, mission and vision. The code is based on current Hennepin County policies and ensures ethical standards are clear to all staff. This information may be familiar to you, as you previously acknowledged the policies during annual data security training.

You will review and acknowledge this code each year. Learn more on the code of conduct intranet page. Contact your supervisor if you have questions about how the code applies to you.

Please note that this training, in part, came about due to the request of our AFSCME Locals during conversations with County Administrator Hough.



We're excited to be adding new staff members to the AFSCME team. We're looking for passionate labor leaders who want to help us build power for working Minnesotans by cultivating relationships and engaging the public.

We have openings for several positions. AFSCME members, people of color and women are strongly encouraged to apply. Applicants for all three positions must have a commitment to social and economic justice, inclusion and equity, an understanding of AFSCME and a passion for building power for working people. A valid driver's license and willingness to travel and work non-traditional hours are also required.

Communications Coordinator:

The Communications Coordinator is responsible for implementing and maintaining the communications program for AFSCME Council 5. This position works closely with our field, legislative and political teams. The ideal candidate will be an excellent storyteller with experience in writing and designing for print and digital platforms. Photography, videography and media relations skills are preferred. The application deadline for this position is Monday, January 28. Get the full job description and application instructions here; https://www.afscmemn.org/communications-coordinator?link_id=2&can_id=842d52c43e3126e64e85a8476805a570&source=email-were-hiring-14&email_referrer=email_483708&email_subject=were-hiring

Organizer:

This position will be based out of our South St. Paul office, with full-time organizing responsibilities working primarily to organize new units of workers. Excellent communication and relationship-building skills are crucial to this position. Applicants must also have the ability to inspire others to action and work respectfully with people from diverse backgrounds and cultures. The deadline to apply is Friday, February 1. Get the full job description and application instructions here, https://www.afscmemn.org/organizer?link_id=4&can_id=842d52c43e3126e64e85a8476805a570&source=email-were-hiring-14&email_referrer=email_483708&email_subject=were-hiring

Lead Organizer:

This position will have full-time responsibilities working to organize new units of workers. The Lead Organizer is responsible for mentoring, inspiring, and empowering staff and workers, as well as planning, leading, and conducting a wide array of organizing activities through various phases of campaigns. This position is based out of our South St. Paul office. The deadline to apply is Friday, February 1. Get the full job description and application instructions here, https://www.afscmemn.org/lead-organizer?link_id=6&can_id=842d52c43e3126e64e85a8476805a570&source=email-were-hiring-14&email_referrer=email_483708&email_subject=were-hiring

113 million:

The number of estimated voters who cast ballots in the 2018 midterm elections.

62%:

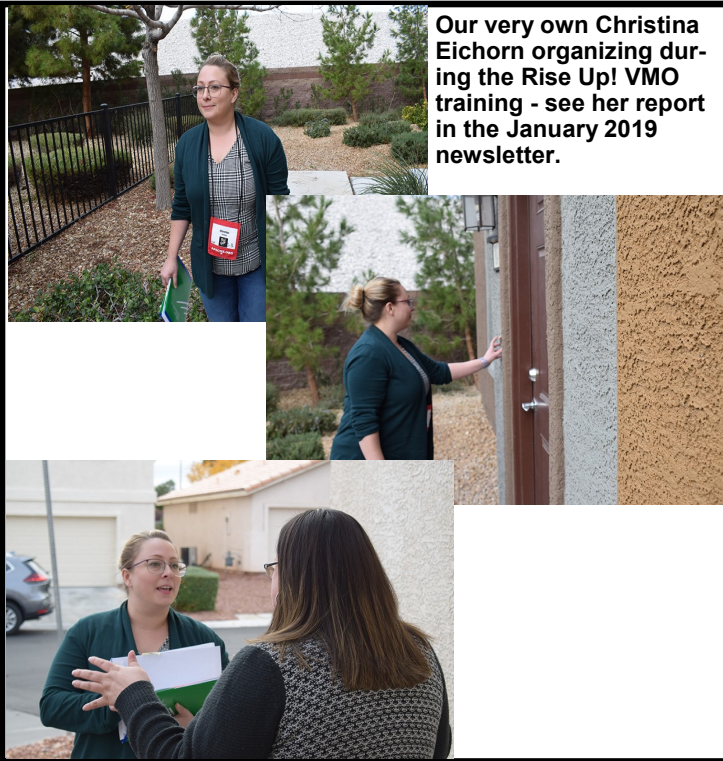
The proportion of Americans who approve of unions.

January 2, 2019 General Assembly Highlights:

- ◆ Tremayne Odom, new steward housed at South Minneapolis office, took his oath of office
- ◆ Approved Consent Agenda
- ◆ Approved the 2019 Annual Business of the Local motion
- ◆ Approved the 2019 Hennepin County Policy Committee motion
- ◆ Approved appointment of Cathy Dunaway as 2019 Elections Chair
- ◆ Approved appointment of Cathy Dunaway, Kenneth W. Garnier, Tamika Hannah and David Yang to the 2019 Elections Committee
- ◆ Approved appointment of Jean Diederich as 2019 Nominations Chair
- ◆ 2019—2021 contract has been signed by all parties. It will be posted on the Council 5 and Labor Relations web sites. Copies will be provided to the officers and stewards.
- ◆ Remy Huerta-Stemper and Kenneth W. Garnier, Chief Stewards, gave short update on the EWS time off policy grievance and asked members present for comments and suggestions on possible resolutions. Very healthy discussion followed with many ideas shared. Arbitration is set for 1/31/19 and 2/1/19 (see update on page 3).

January 16, 2019 Executive Board Highlights

- ◆ Thank you from Working Partnerships for our \$250.00 sponsorship of their fundraising golf tournament
- ◆ Approved up to 40 hours lost time each for our Treasurer and the SAGE consultant to update our financial processes and records
- ◆ Approved motion to send up to 100 members to the March 26, 2019 Day on the Hill covering 1 day lost time, parking, mileage and registration with election to be held at the February 6, 2019 General Assembly. If folks are not able to make that meeting they should contact President Baltich to indicate their interest in being added to the list of attendees.
- ◆ Approved motion to support Day on the Hill registration costs for up to 10 members from smaller locals allocating 10 of our 100 spots
- ◆ Accepted resignation from Member-at-Large, Dawn Coburn-Paden. Motion passed to announce the vacancy on the Executive Board with election to fill that position at the February 20, 2019 EBoard meeting. Interested members should contact President Baltich. You must be a member in good standing as of February 1, 2019 in order to put your name forward for this position. The term of this office runs through April 30, 2020.
- ◆ Approved motion for up to 2.5 hours lost time, parking and mileage for the Antidiscrimination Committee meeting and motion for up to 2.5 hours lost time, parking and mileage for the Onboarding Committee



Our very own Christina Eichorn organizing during the Rise Up! VMO training - see her report in the January 2019 newsletter.

Union Members Can Get Up to \$150,000 in Term Life Insurance - Designed Exclusively For Union Members, Retirees, and Spouses

Union members can help protect loved ones from the unexpected with Union Plus Term Life Insurance. This coverage provides a lump-sum CASH benefit if they were to pass away; money that can help:

- Replace lost income
- Pay off mortgage loans
- Settle credit card debts
- Fund college educations
- Cover funeral costs or medical bills

Provide savings for family emergencies

Learn more here for AFSCME members: <https://www.unionplusinsurance.com/productdetail>

Spread the Word About Union Plus Mortgage Company (UPMC) - union-owned company for union members' home financing needs.

In addition to great service and knowledgeable loan officers, UPMC offers:

- Special hardship mortgage assistance in the event of income loss due to disability, unemployment or strike/lockout
 - Convenient and easy-to-use online application
 - Competitive rates on a wide range of mortgage options
 - \$500 gift card after closing for purchasing or refinancing
- Mortgages available to active and retired union members, their parents and children

**[VISIT UNIONPLUSMORTGAGE.COM](http://www.unionplasmortgage.com)
OR CALL 855 UNION 53 (855-864-6653)**

2019 Union Plus "LoveYourCar" Campaign

- Union Plus Auto Buying
- Union Plus Auto Insurance
- Union Plus Motor Club
- Union Plus Goodyear Discount

With so many great auto-related deals, union members can save at any stage of car ownership!

For more information, check out our **new #LoveYourCar video** at: <https://www.youtube.com/watch?v=sHgJnnurnOQ&feature=youtu.be>

February

Wed. the 6th - Local 34 General Assembly Meeting

5:30 p.m. Human Services Building
525 Portland Avenue, Room L14 & L15, Minneapolis 55415
Lower level, across from elevators

Thurs. the 14th - Murdered and Missing Indigenous Women's March, Minneapolis American Indian Center

Mon. the 18th - **President's Day (Federal Holiday)**

Wed. the 20th - Local 34 Executive Board Meeting

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

March

Wed. the 6th - Local 34 General Assembly Meeting

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

Wed. the 20th - Local 34 Executive Board Meeting

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

Tues. the 26th - Council 5 Day on the Hill

9:30 a.m. - starts at RiverCentre on Kellogg Blvd in St Paul with rally & lobbying legislators at the Capitol at 1:30 p.m.

Nuts and Bolts

A brief guide to your Local 34

STEWARDS

Jamoda Acevedo

Brenda Blaisdell

Julio Blee Alarcon

Teisha Broomfield

Jacqueline Coleman

Solange Davis-Rivera

Delia Dilday

Shanaya Dungey

Cassandra Dutrieuille

James Edin

William Fernow

Emily Frazier

Sarah Haigh

Tasheema Hopson

Janine Hudson

Caroline Malone

Watchen Marshall

Zachary Nagle

Tremayne Odom

Dawn Olmstead

David Paurus

Sheri Peterson

Rita Phelps

Jonathan Reeck

Shawnice Reid

Amorette Robeck

Alyssa Saby

Karla Schulz

Lindsay Schwab

Shakiya Shafer

Sean Watkins

Florence Williams

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

LOCAL 34 OFFICERS

President— Grace Baltich

First Vice President — Tamika Hannah

Second Vice President — Sametta Hill

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— Remy Huerta-Stemper

Members-At-Large—

Angel Alexander

Yunuén Ávila

Aaron Gardner-Kocher

Bobbie Miller Thomas

Brian Olson

Vacancy - to be elected at the 2/20/19 EBoard

Trustees

Christina Eichorn

Kathy Kelly



@AFSCME

@AFSCMEMN5

AFSCME

We make America Happen

Contact us:

AFSCME Local 34
P.O. Box 15222
Minneapolis, MN 55414-0222

<http://afscmelocal34.org/>
Email the editor: jean.diederich@hennepin.5

Council 5 Member Action Center

651-450-4990 - call if you are not able to reach an officer or our Field Representative. Field Representatives are on hand to answer your questions Monday - Friday, 8:00 - 4:30

Memberlink - sign up now to access/update your information with Council 5

<https://members.afscmemn.org/>



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

Closed group: **email Amanda Abell** for an invite

Kitchen Table Economics

248,400: Veterans in the federal workforce who are not receiving their paychecks.

Nearly \$133 million: The cost of new transportation projects put on hold due to the federal shutdown.

One-third: The number of federal workers who are veterans.

\$0.00: Today's (1/11/19) pay stub for more than 800,000 federal workers.

More than 450,000: The number of federal workers being forced to show up for work without pay.

\$6 billion: The amount the shutdown could cost the U.S. economy if it isn't resolved by the end of this week (1/26/19).