



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
- ◆ Special Programs Counselor
- ◆ Sterile Processing Technician
- ◆ Training Specialist
- ◆ Veterans Service Representative
- ◆ Volunteers, Coordinator of
- ◆ Volunteers, Senior Coordinator of
- ◆ WIC Public Health Nutritionist

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Changes that make it easier to earn wellness points for the reduced copay for 2020

(From Hennepin HealthWorks)

You can start earning points now towards the 2020 copay reduction and 2019 Healthy Savings. New changes will make it easier to earn points this incentive year.

RedBrick Journeys - You no longer have to complete a whole Journey to earn wellness points. Now you earn a point as soon as you complete a step in a Journey, up to 10 points a month. Most Journeys contain 1 - 3 stages with multiple steps per stage.

RedBrick Track - You no longer have to track 15 days in a month to earn points. Track one activity in *Get Active*, *Eat Healthy*, or *Live Well* to earn a point, up to 10 points in a month.

Self-attest for flu shot - Earn 10 points for receiving a flu shot at any location; your doctor's office, quick clinic, or a Healthworks event. To receive points, log in to your RedBrick account and record your flu shot on your Rewards page. *You are only able to earn wellness points for a flu shot one time between November 1, 2018 and October 31, 2019.*

This incentive year, we will continue to offer onsite classes, flu shots and health screenings, online challenges, the Hennepin 5k, Get in Gear, Minneapolis Bike Tour, health coaching and more.

President's Report Jan. 2019

Union Family:

HAPPY NEW YEAR! I hope all of you have had a Blessed Holiday Season no matter what Holiday you celebrate if any! This time of year always causes me to slow down, reflect, and appreciate the important things in life – health, family, loved ones, and the preciousness of life. I am ever so grateful that we are AFSCME and have a Union contract that allows us the opportunity to provide for our families.

Our 2019-2021 Contract Agreement has now been signed and is available on Hennepin County's Labor Relations webpage, at www.AFSCMEMN.org, and on our AFSCME Memberlink. Knowing your Contract is vitally important as it governs our working conditions, wages, and benefits that we have negotiated. If you believe the employer violates our contract at any time, it is important you reach out to one of our Co-Chief Stewards or one of our Vice-Presidents.

One of the changes many have continued to ask about for our new contract is about Step increases. We have not lost 'step increases', we are calling it an in-range salary adjustment. The performance review criteria in our Contract for how we obtain the in-range salary adjustment is still exactly the same. The percentage has changed. Instead of having a varying percentage for the 'step increase' there is now a standard 3% in-range salary adjustment until an employee reaches the maximum salary rate in their classification. What we used to call COLA is now called GSA General Salary Adjustment which we receive on January 1 of each year of the contract. If you have more specific questions about our Contract, feel free to reach out to a Steward or any of our Executive Board Officers.

In case you missed one of my recent e-mails, Our 6 AFSCME locals here at Hennepin County have filed a Class Action Grievance in response to the County stating they will use the new 2019-2021 Contract language for performance in-range salary adjustments for those who have performance reviews between Dec 22 and Dec 31, 2018 rather than use the step increases as governed under the Contract in effect until 12/31/18. There are 87 employees whose performance reviews fall within these dates who are not at the top of their salary scale who may be negatively affected by the County's action. This Class Action Grievance is going to an Expedited Arbitration Process to be decided and we hope to have a decision very early in 2019. If you are one of these 87 employees and have not already spoke to a Steward, please feel free to reach out to one of our Co-Chief Stewards or myself for information.

As AFSCME, we continue to build the strength of our Local 34 and prepare for our Next Contract Negotiations. If you would like to have influence over our proposals for and the outcome of our next Contract, I would like to personally like to invite you to become active with our EEO committee. Our AFSCME Education, Engagement, and Outreach Committee meets the 2nd Monday of the Month from 5:30-7pm at the Seward Neighborhood Office 2600 E. 25th St, Mpls in room 243 (2nd floor large conference room). They are already planning for any and all actions necessary to win a great contract in 2021, including forming STRIKE Planning Committees. In order to gain the best results, we must be prepared to potentially use our ultimate power, which is the Freedom to Withhold our Labor.

Keep WEARING AFSCME GREEN on TUESDAYS!!! Do not hesitate to reach out to me at any time with questions or concerns. My personal e-mail is jbgm99@gmail.com and my personal phone is 763-300-1047.

Always in Solidarity,

Grace Baltich

Rise Up! VMO Conference in Las Vegas

By Christina M Eichorn



At the AFSCME International Conference in Boston this year, we remembered that, despite the attacks on labor unions, AFSCME will and does Rise Up! Taking the Rise Up! message to Las Vegas, AFSCME International gathered over 160 volunteer member organizers (VMOs) from around the country to share the benefits of collective bargaining. In the midterm elections, Nevada elected a new governor, who has publically shared that he will sign a collective bargaining bill, one that will give over 20,000 state employees the right to come together and be a voice at the bargaining table. AFSCME has been there, door knocking for Governor-Elect Sisolak, and talking to members and potential members about what it truly means to bargain and gain a contract with employers.

To share this message, member to member, AFSCME hosted over 160 members from around the nation (Puerto Rico and Alaska were in the house!) as volunteer member organizers. Our own MN Council 5 sent eight members from across the state, me included. Together, we learned and shared with each other the impacts that collective bargaining has had on our own lives and in our communities. We heard from organizers who had just recently become unionized in Chicago, and from the correctional officers in New Mexico, who came together to fight for fair wages. Coming from a well-established local, much of the gains that many locals are seeking are already written in our contracts, providing stable avenues for us to stand together and share our voices collectively. Every example of union language that was given in our workshops Local 34 already has in our current contract, and the contract we ratified for 2019-2021. Items such as:

Union Leave - This made it much easier for me to participate in the conference, without giving up my PTO.

Access to employees – remember when we had a taco bar, METS Team? We are able to put on events like labor lunches, thanks to language granting our union access to employees.

New Employee Orientation – Our number one way of introducing people to our union is protected by language in our contract.

There are more examples that I'd love to share with you, so feel free to reach out to me for a chat. But that wasn't all this conference set out to do. We went out and talked to people working for the state, who currently don't even have the right to a contract for their work – union or not. I spoke with a Nevada corrections officer who shared concerns about her coworkers being fired, with no appeal or grievance process, just in time for the holidays. She shared worries about safety, as minimum staffing continues to be set by the employer, and watching that ratio get scarier and more dangerous, for staff and inmates. She spoke about "the raise [her] director got" for her and her coworkers. I shared with her the true power of bargaining. We started with the truth about the raise, and that AFSCME takes a holistic approach to representing public employees that extends beyond the contract, including negotiating funding for raises for state employees. We also screen, endorse, and campaign for policy makers who will do right by the workers. We talked about bargaining for safe staffing requirements, especially after we lost CO Parise this September, as well as the AFSCME family coming together for his family. We talked about our fight to keep private prisons out of Minnesota, and our influence at the capital to address the real impacts state policies have on our work and our community.

All of these gains we've have been able to secure because we came together. Our contract language that was fought for by our predecessors that we continue to defend, using our voice to influence our community policies at all levels, and coming together as a community are all ways that union activism has been impactful for me. No matter what stage of the game you're in, from a local that has been around longer than I have been alive, to a local that just chartered, AFSCME is looking at all angles to best set our communities up for success, and that is only possible because our members continue to **Rise Up!**



Chief Steward Report

Senior Chief Steward: Kenneth W. Garnier
Junior Chief Steward: Remy K. Huerta-Stemper

Active Stewards: 31

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, Watchen Marshall, William Fernow, Zachary Nagle

Local #34 Grievance Dates for January

01/10/2019 3 Grievances scheduled
01/25/2019

Quarterly Steward Training/Meetings for 2019

January 24
April 25
July 25
October 24

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

Arbitration Review Crew

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

First meeting 11/29/18. Ongoing meetings scheduled for the Fourth Wednesday of each month.

nor, changing the balance of power at the State Legislature and U.S. Congress, and multiple other wins. In Wisconsin, Illinois, and Michigan, anti-union Governors were thrown out of office.

We fought hard to negotiate our contract, we had wins and we had losses. We held rallies and informational pickets at multiple sites, packed the commissioner meetings, collected postcards from constituents to the commissioners, wore Green on Tuesdays, educated and mobilized our members.

My deepest gratitude to all who have participated, organized, talked to coworkers, came to rallies, wore green on Tuesdays, and have been active in some way over the past year. Every single thing we do makes a huge difference in our workplaces and in the lives of our members! I look forward to the next year of increasing our unity, our strength and our engagement of members. **THANK YOU! We Are Strong Together!**

With deepest gratitude for your commitment and dedication to our Local 34!

In Solidarity, Deborah Konechne AFSCME Local 34 Membership Secretary (612-816-4321) deborah.konechne@hennepin.us; deblkon@yahoo.com

INTERNAL ORGANIZING

1) NEO (New Employee Orientation): We have had 5 consecutive NEO's with 100% signing cards (of those present for Labor Presentation). This is significant, it means we are not continuously increasing our number of non-members as new employees come into the county, and raises our membership rate overall.

2) AFSCME Organizing Days- We will be starting 2019 Organizing Days in coordination w/ Labor Lunches every month. Jan 22nd Labor Lunch and 1st Organizing Day @ Northwest West Hub. The Labor Lunch with pizza will be in Room 200 from 11am to 1pm. If you want to participate in the organizing day, please contact me. Please spread the word of the Labor Lunch, and join us!

3) Next Member Action Team Mtg. Feb 13th 9a-4p

Other UPCOMING EVENTS

1) Liberation Calendar: AFSCME L34 Organizers, Activists, Stewards and MAT leaders: the 2019 Liberation Calendar is here!

Thank you for all your work in 2019!

2) EEO Meeting : Education Engagement and Outreach Committee of 6 Henn County AFSCME Locals. If you would like to be involved in planning EEO events and activities come to the next EEO meeting. 2nd Monday of every month. 5:30-7:00 (food provided) HC Community Corrections Building-Seward Neighborhood, 2600 E 25th St, Mpls, MN- #243 (2nd floor large conference room). Call 612-816-4321 to be let in (door locks at 5).

WE ARE UNION!!

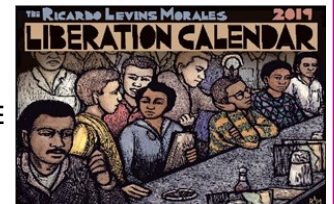
Sisters and Brothers,

2018 was an incredibly busy year! We went through our local elections, the Janus decision, our contract negotiations and the state and national elections. In spite of the union-busters' use of the Supreme Court to try to twist and break our unions, we have emerged stronger. Our union membership has actually grown rather than decreased! Some employees who were fair-share have asked to join up as they want to pay something for the benefits they get from our union. New employees are seeing the benefit of being in a union workplace and are signing up at level we have not seen before.

Many of us joined with other union members to door knock, phone call and mobilize voters for the election. We were successful in defeating an anti-union candidate for MN Gover



AFSCME Council 5 Convention



Who Are We?

Submitted by Jody Stadler on behalf of the FGDM unit: Amy Sullivan, Carly Cantu, Emily Wolfe, Gretchen Alford, Jessica Moe, Jody Stadler, Mitchell Anderson, Oscar Hampton, Patricia Snow, Sheyhan Gelle & Timothy Lindwall

Family Group Decision Making at Hennepin County

Family Group Decision Making (FGDM) is an important family engagement/involvement strategy used in various counties throughout the state of Minnesota. Hennepin County was among the first counties to begin using FGDM in 1999 and this approach has continued to gain popularity over the years. Through the use of both Federal grant funding (issued by the MN DHS) and Hennepin County funding, FGDM has grown and become an integral part of (I think we have a new acronym) efforts to engage/involve families and youth in decision making about safety, permanency, child well-being and steps toward independence.

Family group decision making conferences gather extended family/other supportive people of those involved with child protection to thoughtfully develop plans for the children's protection and safety. One of the basic beliefs of FGDM is that families know their own strengths, issues, and resources best. Social workers and family get together to hear information about the child protection process, worries of child protection and (in some cases) juvenile court and the family has the opportunity to ask clarifying questions and share their perspectives to, hopefully, (Remove hopefully) increase understanding of their worries and hopes for their own children. FGDM is an opportunity to make plans for moving forward in a positive way so the children are safe, cared for and child protection is no longer needed.

FGDM helps families access agency based supports and provides opportunities to build partnerships with service providers throughout the child welfare system. Meetings are intended to be culturally relevant and generally occur in neutral community based settings.

The FGDM Unit is located in the Protective Case Management Area and consists of nine Senior Social Workers, one Case Management Assistant and one Social Work Unit Supervisor. Family meetings and Youth in Transition Conferences (YTCs) can be offered to families and youth with open cases in a variety of areas within social services via a referral made to the FGDM unit supervisor by the primary social worker. Each year approximately 300 referrals are received with 400-500 initial and follow up conferences being convened. In addition, partnerships exist with 6 community agencies (MIWRC, CLUES, Legal Rights Center, African American Family Services, Universal Multicultural Consultants and DAP) who can provide co-facilitation services, some of which also provide FGDM for Family Assessment Cases.

Did You Know?

Local 34 will reimburse parking and child care/elder care costs for members while attending the monthly General Assembly. You will need to complete an expense form and attach your parking receipt for parking and/or a receipt signed by your child/elder care provider for that cost. We cover the cost for reasonable transportation time to and from the meeting for the child/elder care costs.

Contact our Treasurer, Paul Madison, for an expense form.

Are you planning to retire?

When you are making all your retirement plans keep in mind that you are able to continue our fabulous union dental benefits into your retirement years. The County notifies AFSCME Council 5 that you have retired once you receive your final severance payment. The Council, in turn, gives this information to their third party administrator of retiree benefits (currently CieloStar). They send you an enrollment packet to sign up for the retiree benefits. The current cost is \$53.00 per month.

There is no end date to this coverage as long as you pay the monthly premium. Also, this covers you and your eligible dependents/souse if you had them covered on your plan as a current employee. You receive the same benefits as current employees so receive any benefit enhancements as they occur.

Metro Transit is currently experiencing a driver shortage and so people are finding that occasionally the bus just doesn't show up at the bus stop time. You can sign up for rider alerts if you take transit. Go to: <https://www.metrotransit.org/alerts-home>, click on the link for either text alerts or email alerts, complete your information to receive **Rider Alerts**. Rider Alerts are issued for planned detours, bus stop changes, service changes and disruptions.

It is easy to do and can save you waiting for a bus that is not going to show up.

Submit expenses within 60 days to avoid taxes on reimbursements

2018 employee expense reports should be submitted within 60 days, as required by Hennepin County's Administrative Manual policies. Payments to an employee during 2018 relating to tuition may not exceed the \$5,250 maximum, including all tuition cash advances and/or tuition reimbursements.

Starting January 1, Hennepin County employees who do not submit expense reports and required documentation within 60 days will be taxed on reimbursement. Hennepin County is clarifying the requirement to help staff while making certain the county complies with Internal Revenue Service rules.

Things to note:

- **Mileage and Parking Expense** reports for mileage and parking must be submitted within 60 days of the mileage/park date.
- **Travel Expenses** for travel, such as airfare, hotel, per diem, and conference fees, must be submitted within 60 days of returning from travel.
- **Cash Advances for Travel** Cash advances for travel should be requested no earlier than 30 days before employees will incur expenses. A cash advance must be applied to an expense report within 60 days of returning from travel.
- **Tuition Expense** reports with tuition receipts and evidence of satisfactory completion must be submitted within 60 days of the final day of class.

Cash Advances for Tuition Cash advances for tuition should be requested no earlier than 30 days before the first day of class. A cash advance must be applied to an expense report within 60 days of the final day of class.

Taxes will be taken out of paychecks approximately three pay periods after requesting reimbursement outside the 60 day window, and employees will receive email notification.

December 5, 2018 General Assembly Highlights

- > Approved the Consent Agenda which includes Officer and Committee reports
- > Moved to approve the November 7, 2018 General Assembly Minutes
- > Dental Trustee, Angel Alexander, gave overview of the changes in our Union Dental Trust Plan provider coverage effective January 1, 2019.
- > 2019 Budget and expense motion was approved by the members
- > MiKayla Handley will be heading up effort to standardize our Local 34 union bulletin boards. Please share ideas and suggestions with her.
- > Motion approved to cover up to \$100.00 for food and 8 hours lost time, parking (if needed) and mileage for up to 10 members for the January 22, 2019 Organizing Day
- > Motion approved to send up to 4 members to the 2019 Netroots Nation held in Philadelphia July 11– 13, 2019. The local will cover registration cost of \$195.00/person; 4.5 days per diem at \$61.00/day; lodging for 4 nights and round trip airfare. Election to be held at the March 2019 General Assembly. Find more information here: <https://www.netrootsnation.org/>
- > Former Vice President, Membership Secretary & Newsletter Editor, Wes Volkenant, attended our meeting. He gave a brief speech about his experiences as an activist in our local and as a county employee. We voted to cover the dues for his first year in the Council 5 Retiree Chapter. Best wishes to you, Wes, from all of us as you embark on your retirement journey.



Union Plus Scholarship Program: Since 1991, the Union Plus Scholarship Program has awarded more than \$4.3 million to students of working families who want to begin or continue their post-secondary education. Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the fall of 2019. Students may re-apply each year. The deadline to apply is **Jan. 31, 2019**. Check it out at this link: <https://www.unionplus.org/benefits/money/union-plus-scholarships>

The Gerald W. McEntee Scholarship: This one-time prize of \$5,000, to be used for higher education costs, is awarded to **one** AFSCME member who best exemplifies former President McEntee's commitment to strengthening our union through organizing, building political power for working families, defending workers' rights and supporting public services. The deadline to apply is **Jan. 31, 2019**. Check it out at this link: <https://www.afscme.org/members/scholarships/gerald-w-mcentee-scholarship>

January

Wed. the 2nd - Local 34 General Assembly Meeting

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

Tues. the 7th - Gubernatorial Inauguration

Minnesota State Capitol, St Paul

Wed. the 16th - Local 34 Executive Board Meeting

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

February

Wed. the 6th - Local 34 General Assembly Meeting

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

Wed. the 13th - Member Action Team meeting

9:00 a.m. - 4:00 p.m.

Wed. the 20th - Local 34 Executive Board Meeting

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

January 2019

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

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

Dawn Coburn-Paden

Aaron Gardner-Kocher

Bobbie Miller Thomas

Brian Olson



@AFSCME

@AFSCMEMN5

AFSCME

We make America Happen

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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

Hennepin County policy allows qualified employees who have been absent from work due to extended disability to request voluntary donations of vacation or PTO hours from fellow workers through the Vacation/PTO donation program. The extended disability may be that of the employee, their spouse, child, parent or person regularly residing in their immediate household.

<https://hcconnect.hennepin.us/hr/pages/employee-requests-for-vacation-pto-donation.aspx>