



# 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 Aides
- ◆ Health Care Assistants
- ◆ Health Care Quality Improvement Specialists
- ◆ HHS Medical Services Coordinator
- ◆ Human Services Representatives
- ◆ Interpreters
- ◆ Licensed Practical Nurses
- ◆ Medical Assistants
- ◆ Medical Examiner Investigator Assistants
- ◆ Medical Examiner Technicians
- ◆ 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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So you received an invite to participate in an investigative meeting or a meeting outside of your normally scheduled check in with your supervisor; what now? The first thing you should do is to send the meeting details to us, the Chief Stewards. We need to know where and when the meeting is, who the meeting is with (your supervisors name as well as your own) and any information you may have on the reason for the meeting.

If called into a meeting with management for an unknown reason, and you are unsure if you can or should have a union representative present, you may read the following to management when the meeting begins.

**“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Until my representative arrives, I choose not to participate in this discussion.”**

You are entitled to have a representative from our Union Local at any meeting that may result in discipline and are protected with what are known as **“Weingarten Rights.”**

Be sure to keep in contact with the steward who is assigned to your case as they will not be given any notice if you get responses from your supervisor. Your supervisor will not bother to tell you that you can challenge reprimands, both verbal and written, as well as suspensions and terminations. You have rights and we want to ensure that you are protected. Please feel free to run any concerns you may have regarding meetings or interactions with members of management.

Your Chief Stewards,

Remy K. Huerta-Stemper & Kenneth Winslow Garnier.



## President's Report July 2018

Sisters and Brothers:

By the time you read this, the US Supreme Courts will have made a decision on the Janus vs. AFSCME court case, which seeks to weaken the power of Unions and to strip workers of the Freedom to join together and negotiate a fair return for a hard days' work. Just like the generations before us who have given sweat, tears, blood, and their lives standing up for our freedom to join together, workers today are standing up for dignity and respect in the workplace, for due process, the ability to provide for their families, and the ability to retire in dignity. If you value any of these things, you need to be a union member. Sign a Maintenance of Membership card today! Go to <http://afscmemn.org/> and click on MemberLink to sign online, or call 651-450-4990 to sign up via voice authorization. If you haven't previously signed a Maintenance of Membership card, when you do so, you receive one of our AFSCME Local 34 t-shirts!

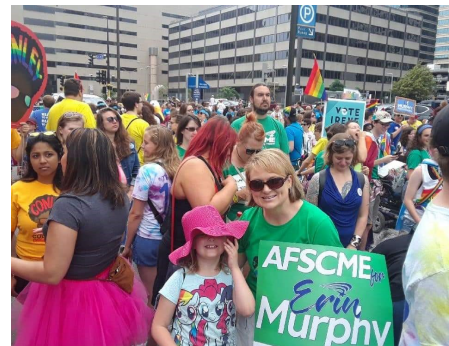
With negotiations having started in May, we need to keep our momentum in negotiations going! WEAR GREEN on TUESDAYS! Wear that new AFSCME Local 34 t-shirt or any green shirt you have! THANK YOU to the 250+ AFSCME members who attended our Kick Off Rally and to those who have begun to attend the County Board meetings on Tuesdays at 1:30pm in GREEN. It takes all of us to give what we can of our talents, time, and treasure to bring equity and justice for all our AFSCME members. There are many ways members can be active in our union. Be a MAT team leader (communicate with 10 co-workers about union info); wear GREEN every Tues; help distribute our monthly newsletter; become an AFSCME Steward; volunteer at a labor lunch; join our AFSCME Local 34 Facebook page, encourage co-workers to be full dues paying members of our union; write a newsletter article; attend a County Board mtg on Tues at 1:30pm wearing GREEN; attend our AFSCME convention held in the fall; etc.

If you are new to Union activism, there is an Organizing Institute that the AFL-CIO is hosting in St. Paul July 11-13, 2018. Our local has voted to send up to 3 members to this training. Our local will pay lost time wages and pay mileage for the 3 members to attend. Please let me know asap if you would like to attend.

Do not hesitate to reach out to me at any time with questions or concerns. My personal e-mail is [jbgm99@gmail.com](mailto:jbgm99@gmail.com) and my personal phone is 763-300-1047.

Always in Solidarity,

Grace Baltich



## America Needs Unions Now More than Ever As Supreme Court Sides with Corporate Billionaires Rigging Economy Against Workers

*On heels of high profile walkouts, new organizing and spiking approval for unions, union leaders see decision as rallying point to unrig economy and put workers first*  
WASHINGTON —

The following statement was issued by leaders and members of AFSCME, AFT, NEA and SEIU following the decision by the United States Supreme Court to rule against working people and in favor of billionaire CEOs and corporate interests in *Janus v. AFSCME Council 31*, holding that requiring fair-share fees in the public sector violates the First Amendment of the Constitution.

As millions of American workers recommit to their unions and launch new organizing drives and as support for labor unions has risen to its highest level in years, it is shameful that the billionaire CEOs and corporate special interests behind this case have succeeded in manipulating the highest court in the land to do their bidding. This case was nothing more than a blatant political attack to further rig our economy and democracy against everyday Americans in favor of the wealthy and powerful.

Public service workers—teachers, social workers, firefighters, 911 operators—are more determined than ever to stick together in their unions. Unions remain the most effective vehicle for the power in numbers working people need to secure their rights and freedoms, and provide a pathway to the middle class. We will remain a strong and vibrant force for working people, and will continue fighting to sustain our families, improve our workplaces and to make our communities stronger regardless of the court's ruling.

Today's decision sends our economy in the wrong direction. But it is also a rallying point. We call on elected leaders and candidates to do everything in their power to make it easier to unite in unions and build more power for all working people.

### **Union leader and member responses:**

"Unions will always be the most effective force and vehicle to propel working people into the middle class. Despite this unprecedented and nefarious political attack — designed to further rig the rules against working people -- nothing changes the fact that America needs unions now more than ever. We are more resolved than ever to fight like hell to win for our members and the communities they care so much about. AFSCME members don't do this work to get rich. They do it because it's a calling -- and for that service, they deserve respect. They deserve the same freedoms as the CEOs and billionaires who continue to rig the rules against everyone else. The American labor movement lives on, and we're going to be there every day, fighting hard for all working people, our freedoms and for our country." -

**Lee Saunders, President, AFSCME**

"No court case, win or lose, could ever change how important my work and service is to me and the community I care about. My union gives me the strength, freedom and the tools I need to help people and to provide for my family. That's why I'll always stick with my coworkers, no matter what. We're going to keep doing what we've been doing: organizing and talking to coworkers and community members, building power for working people." - **Stephen Mittons, AFSCME Council 31 member, Child Protection Investigator for the Illinois Department of Children and Family Services**

"Today's radical decision by the Supreme Court is a blatant slap in the face for educators, nurses, firefighters, police officers and all public servants who make our communities strong and safe. We are living in a system that is rigged to benefit special interests and billionaires, all at the expense of working people. Those behind this case know that unions amplify workers' voices and transform their words into powerful and collective action. Even though the Supreme Court sided with corporate CEOs and billionaires over working Americans, unions will continue to be the best vehicle on the path to the middle class." - **Lily Eskelsen Garcia, President, National Education Association (NEA)**

"Fine arts programs were being cut from my school and students were missing out on subjects like arts and music. My union negotiated with the district to bring back music so our students could have a well-rounded curriculum. When some school principals tried to renege on the agreement, as a union, we stepped up. Educators came together through our union and spoke out for what our kids need. Strong unions build strong schools and strong communities. We need unions now more than ever." - **Alex Price, band director and instrumental music teacher, Belmont High School and Wright Brothers Middle School in Dayton, Ohio**

"This decision is yet another example of how billionaires rig the system against working people, but SEIU members won't let the extremists behind this case divide us. We will stay united, help workers who are fighting to form unions, and call on our elected leaders to do everything in their power to make it easier for working people to join together in unions." - **Mary Kay Henry, President, SEIU**

"My coworkers and I are not going to let this court decision stop us from sticking together in our union. We know that we are stronger together, and that matters when we are working to ensure our community is resilient when faced with disasters like earthquakes or floods. We won't let any court case, billionaire, or propaganda campaign divide us." - **Sara Campos, Department of Human Services, SEIU Local 503 in Salem, Oregon**

"Don't count us out. While today the thirst for power trumped the aspirations and needs of communities and the people who serve them, workers are sticking with the union because unions are still the best vehicle working people have to get ahead. Strong unions create strong communities. We will continue fighting, caring, showing up and voting, to make possible what is impossible for individuals acting alone. The teacher walkouts this spring, with educators fighting for the funding children need, were an example of how we will continue to make that case—in the halls of statehouses and the court of public opinion, in our workplaces and communities, and at the ballot box in November—through organizing, activism and members recommitting to their union.

This is a dark day in U.S. jurisprudence. Swung by a Trump-appointed justice with a long history of ruling for the wealthy and corporations over regular people, the Supreme Court overturned a 40-year unanimously decided precedent that has given teachers and firefighters, nurses and cops, a path to a better life for themselves and their communities. More than forty years ago, the court recognized that collective bargaining for teachers and other public sector workers benefits those workers, their employers and their communities. Union representation, if chosen by a majority, is the glue that holds us together. That wisdom has now been abandoned by the slimmest majority.

"The dissenting justices saw this case for what it really was—a warping and weaponizing of the First Amendment, absent any evidence or reason, to hurt working people. Not only was *Abod* well within the mainstream of First Amendment law, it has been affirmed six times and applied to other cases upholding bar fees for lawyers and student activity fees at public colleges." - **Randi Weingarten, President, AFT**

"Regardless of the Supreme Court ruling, the teachers in our district will stick together to make sure we have a say in the future of our kids. We are a small union in a rural and conservative part of Ohio. But nearly all of the teachers in our district are full dues-paying members—because we know that teachers' ability to create a safe learning environment for kids and make teaching a viable profession comes directly from being part of a strong union." - **Holly Kimpon, a high school biology and anatomy teacher, AFT member and president of the Genoa Area Education Association in Ohio**

May 29 2018

# JOIN A UNION!

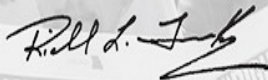
**Something is happening in America.**

Workers aren't sitting quietly as the wealthy rig the rules of the economy we built. We are leading a revolution to demand what we've rightfully earned.

We see it in the historic teacher strikes sweeping the country. We see it in the hundreds of thousands of workers forming and joining unions. We see it in the countless young people rejecting the status quo and seeking the rights that come with a union card.

From the boardroom to the steps of the Supreme Court, a dark web of corporate interests is trying to stop us with everything it has. But no matter what any CEO or lobbyist does, we're standing up for the freedom to join together in a union.

If you want a raise, better benefits and the dignity of having a voice on the job, we're saving a seat for you. Join us—be a part of the fight to build a brighter future for you, your family and working people everywhere.



Richard L. Trumka, President, AFL-CIO

What are you waiting for? Visit [FreedomToJoin.org](https://freedomtojoin.org)

## AFL-CIO

AMERICA'S UNIONS

The AFL-CIO today announced a major, national print and digital ad campaign calling on workers to join together in the face of continued corporate assaults on the freedom to join together in union.

An open letter to working people, penned by AFL-CIO President Richard Trumka, will run in USA Today, the Washington Post and regional newspapers in nine states, including Florida, Illinois, Michigan, Minnesota, Nevada, Ohio, Pennsylvania, Wisconsin and Massachusetts. In Minnesota, the ad will run in the Star Tribune on Wednesday.

Trumka's letter offers an urgent call to action: "If you want a raise, better benefits and the dignity of having a voice on the job, we're saving a seat for you. Join us—be a part of the fight to build a brighter future for you, your family and working people everywhere."

Minnesota AFL-CIO President Bill McCarthy said, "We want working people across Minnesota to know we have the power to rewrite the rules of our rigged economy when we stand together."

An accompanying digital ad campaign will target workers online and direct them to [FreedomToJoin.org](https://freedomtojoin.org), <https://aflcio.org/freedom-to-join>, a new website that outlines efforts by wealthy corporate interests to take away the freedoms of working people.

Additionally, the website offers background on Janus v. AFSCME, Council 31, an upcoming Supreme Court case funded by the Koch brothers to deprive teachers, firefighters and other public-sector workers of their freedom to join together. It also offers resources for forming a union and information about ongoing organizing campaigns.

This comes as a wave of collective action has continued to sweep the country. As striking teachers march and secure raises even in anti-labor states, working people from all backgrounds are embracing the power of solidarity. Unions' approval rating has broken above 60%, while dissatisfaction with corporations has risen to similarly high levels.

Young people, who are disproportionately impacted by corporate-driven policy decisions, have been leading the most recent surge in unionization. Of the 262,000 new union members last year, more than three-quarters were under the age of 35.

This trend has continued steadily into 2018. Last month, nearly 15,000 workers organized unions in a single week, ranging from nurses and flight attendants to Harvard graduate workers.

"From the boardroom to the steps of the Supreme Court, a dark web of corporate interests is trying to stop us with everything it has," writes Trumka. "But no matter what any CEO or lobbyist does, we're standing up for the freedom to join together in a union."

July 2018





## An \$80 million con is targeting public workers By AFSCME International

As the U.S. Supreme Court heard arguments in the anti-worker *Janus v. AFSCME Council 31* case in February, a group of men in designer suits demonstrated with a deceptive message.

These men – sent by the billionaires and special interests bankrolling the lawsuit – held signs that read “Stand with Workers” while shouting anti-union slogans. No one was fooled.

Workers weren’t fooled a year earlier, either, when members of this same anti-union group crashed an orientation for new homecare providers.

“They were speaking to the (homecare) providers, telling them that they did not need to pay union dues – that they could put that money back in their pockets, that they could pay themselves, and that they would still receive the same benefits, which is a very untrue statement,” says worker Toni Monique Taloa, a member of United Domestic Workers/AFSCME Local 3930.

Both propaganda events were sponsored by the State Policy Network (SPN), an organization of more than 100 anti-union, anti-worker affiliates. Their goal, in their own words, is to “defund and defang” public service labor unions like AFSCME.

Why? Because when unions are strong, workers have more power over their jobs, working conditions and quality of life. Workers have higher wages, better healthcare and dignified retirements. We win sick leave, parental leaves and vacations. We improve our workplaces and our communities. That all hits the pocket-books of SPN’s billionaire funders, who want evermore power and money.

Soon, you may hear from slick representatives of SPN allies like the Freedom Foundation and the Mackinac Center for Public Policy yourself. They’re going to try to dupe you and other workers into giving up your rights, and hurting your pay and benefits by dropping your union membership. They need to use these dirty tricks and lies because they know no working person would willingly give up job security or give back union-negotiated pay raises and benefits like health insurance or a pension.

The tactics SPN and its allies use include:

- Mailing you
- Calling
- Coming to your house
- Turning up at your workplace, unannounced and uninvited

They’ll tell you that if you leave the union, you’ll be giving yourself a raise when, actually, you’ll be hurting your chances for getting one in your next contract. They’ll try to seem like they’re on your side.

The opposite is true.

Unions work based on one simple premise: power in numbers. When more people join together in a union, they have more power to negotiate with management for things like good pay, stable hours, fair treatment and benefits. And because the union is required by law to represent and negotiate on behalf of all employees equally — members and nonmembers alike — every person who opts to drop out and receive those benefits for free actually weakens their union. Weaker unions are just what SPN wants, and they’re spending \$80 million to accomplish their goal. The network, made up of wealthy special interests, wants to weaken our bargaining power and our right to due process in the workplace. For decades, unions have been one of the few remaining checks on the power of corporations and the super-rich, and SPN wants to end that.

That’s why SPN is funneling hundreds of millions of dollars into its broad assault on working people. It spreads misinformation on the ground and online. It backs state and local measures designed to curtail workers’ rights. It blocks worker- and community-friendly policies such as paid sick leave and minimum wage increases, and promotes outsourcing and privatization. SPN aggressively pushes its agenda through the courts; *Janus* is just the most recent example. And SPN will invade your privacy to find you.

The Freedom Foundation already has requested home addresses and information including dates of birth for public workers in Oregon. On the West Coast, they’ve used similar information to send their activists to the homes of more than 10,000 childcare and homecare workers, according to The Guardian. Employees, including a domestic violence survivor and criminal justice workers, have expressed concern for their safety.

“It’s important to protect our union members from invasion of their privacy and from harassment from anti-union groups,” says Jack Stone, an Oregon corrections officer and member of AFSCME Local 405. “It’s vital to secure our personal information to protect ourselves and our families.” Billionaires and CEOs are spending their time and money because they want to take our country back to the days before unions when public service workers earned low wages with few benefits, their career prospects subject to the political whims of whichever party held power.

They want to virtually eliminate collective bargaining, as they did in Wisconsin. Since Gov. Walker signed Act 10 into law, Wisconsin state employees now pay roughly \$400 more per month for health insurance. Teacher compensation has declined by 8.6 percent, says a 2017 report by the Center for American Progress Action Fund. “We need to stand together so that we will have strength together,” Taloa says. “When we are under attack by a predator, we need to be in a pack together.” Working people only have power in numbers. The more we stick with our unions, the more power we have to negotiate good pay, benefits and working conditions. If people quit their unions, that power goes away.

United we bargain, divided we beg.

**NOTE: Together, SPN and its affiliates enjoy an annual budget of more than \$80 million, thanks to the deep pockets of the Koch brothers’ secretive network of billionaires and CEOs and other powerful funders such as the Lynde and Harry Bradley Foundation. The Bradley Foundation has poured more than \$30 million into supporting an assault on union rights through the courts. Another \$10 million online disinformation campaign aimed at public service workers — called “My Pay, My Say” — was recently launched by the Mackinac Center.**

Thank you Local 34 for the opportunity to attend the 47<sup>th</sup> Coalition of Black Trade Unionist International Convention. This year's theme was: 47 years Strong - From Surviving to Thriving. What an awesome convention.

Straight out of the gate there was fire! As President Terrence Melvin presented his report calling on us to, "Send Them Home". This was a rally cry to get out and vote. To remove from office those who has cause damage not only to the working citizen but all citizens especially the ones most vulnerable among us. The president was followed by Petee Talley from region 5 who challenged us to change how we think of civic engagement. We must work to build relationships and foster mutual accountability among those with common interest. We can't just work out of own on small group. Let's tap into one another talents and strengths.

This convention encourage coalition building, standing strong in the storm, and fighting back hard and smart. There were speakers discussing the hurricanes that rocked the Caribbean in 2017. Recounting Labor's efforts to assist in particular the islands of Puerto Rico and Barbuda.

Sunday morning brought it together with a spiritual sermon entitled, 'Launch Out Into The Deep'. We have been working hard, but it's not time to give up. In fact it's time to go strong and launch out into the deep!

Rhonda Griffin



I am extremely grateful that as a newly involved member I was able to attend the Coalition of Black Trade Unionists (CBTU) 2018 Convention. I enjoyed seeing so many people from different parts of the world come together to teach and learn.

There was a variety of sessions to attend and excellent speakers. The Men's session on Mental Health was informative and thought provoking bringing awareness to the need for assistance for retired correctional facility workers.

The biggest piece I took away from the conference is know what your Union stands for and what they are involved in and then get involved. I am now open for more ways to get involved.

Detra Miller

Thank you Local 34 membership for electing myself, Paul Madison, Rhonda Griffin and Detra Miller to attend the 47<sup>th</sup> Annual 2018 Coalition of Black Trade Unionist (CBTU) conference, in Orlando, Florida.

CBTU was established in 1972 when more than 1,200 black union officials and rank and file members, representing thirty seven different national and international unions, met in Chicago for two days in order to discuss the roll of black trade unionist in the labor movement. Five of the leaders at this meeting believed that they were not getting their voices heard, and that the AFL-CIO was taking a neutral position in the 1972 Presidential election that ultimately contributed to the reelection of Richard Nixon.

Since its founding conference in 1972, CBTU's stature among black workers has grown. Currently, there are more than 50 different international and national unions that are represented in CBTU. With more than 50 chapters nationwide and one in Canada, CBTU is maximizing the strength and influence of black workers in unions as well as in their communities.

CBTU is not a black separatist or civil rights organization. It is a fiercely independent voice of black workers within the trade union movement, challenging organized labor to be more relevant to the needs of Black and poor workers.

It was my honor to attend this historical conference. I met some really awesome people that are doing some wonderful work, for not only the labor movement, but important social issues as well.

This is an experience that I will take with me for the rest of my days! Thanks again!

Tamika Hannah

Paul E. Madison, AFSCME Local 34 Treasurer  
Attended: 47<sup>th</sup> CBTU International Convention  
Dates: May 23 – 28, 2018  
Place: Orlando FL

First I would like to thank the local for electing me, Paul Madison, Tamika Hannah, Rhonda Griffin, and Detra Miller to attend Coalition of Black Trade Unionists (CBTU) 47<sup>th</sup> International Convention. With that said attending CBTU let me know we have a lot of work to do - not with just CBTU but on the local level too. We do not have a local Chapter in Minneapolis for CBTU nor do we have one in the State of Minnesota.

Man it is so much to cover here but I want to keep it short. We (Local 34) are members of Region 6 of CBTU. Region 6 will host the region meeting in Ottawa, IL October 12 – 14, 2018. I would love to have a few us attend this meeting. More information to follow on the region meeting as it comes in. Getting back to convention this was a great, well attended convention. You get to bump heads with some great people and everyone was is approachable and willing to share.

I had a long meeting with our Region Representative, Fred Redmond. We will be connecting again to see how we can do more to help CBTU grow in Minnesota. Not just grow but to be attentive in what we want to happen in our communities, cities, counties, states, and national level. Trying to keep it short, I got to sit down with the President of CBTU, Rev. Terrence Melvin. When I say everyone was approachable they were. Rev. Melvin shared some great insights of himself and CBTU.

This convention had a lot of great speakers. My favorite was Andrew Gillum, Mayor of Tallahassee, FL- a young man, only 38 years old, who is running for Governor of Florida. His speech and what he has done for his city is amazing and he has so much more to give. I was not able to have one on one conversation with him but I look forward to doing so in the future.

I am leaving a lot of stuff out but what I have mentioned is what stands out to me. I am pretty sure Detra, Rhonda, and Tamika will have a lot to say as well. I just want to help CBTU grow in Minnesota right now. I learned that there is so much in common with UNIONS and the MOVEMENT and that it is a hot topic right now. We all need to do our part, whatever it is; in our job place, homes, schools, communities - we need to be leaders in all those places. If we do that the rest will follow.

Paul E. Madison

# History Corner



In 1974 the President of our local, Clifford Robinson, and the Executive Board decided that they needed to spruce up the look of our newsletter. Cliff designed the snake banner borrowing the idea from the Gadsden flag from early colonial New England. The timber rattler is a shy creature that wants to be left alone. But if it is provoked it can be quite aggressive and dangerous. He thought those behaviors reflected the character of our local. The Executive Board agreed and adopted the logo. They hires a commercial artist to draw the logo and that design has been used to this day. When Cliff retired he felt it still reflected the character of our local.

Unfortunately, times have changed and our shy timber rattler logo on what is called the Gadsden Flag has been co-opted by alt right hate groups as they attack the freedoms many of us enjoy. After some discussion by our current Executive Board at their May 18, 2018 meeting, they decided to cease the use of our snake banner on any Local 34 related items which includes the use of our green and white banners we have used for countless union events as well as our stationery. It is sad to see what once represented people fighting for their freedom from tyranny co-opted by those who would take away those same freedoms.



HAPPY June all! I am still a Local 34 Steward working out of the North West Region.

I presented two topics to HC management at our Meet and Confers this Spring that I am still working with Labor Relations on and the individuals involved in each one.

I am working with Mary Detherow on the EWS Phone Feedback form, trying to have it not be included in a HSR Yearly Performance Evaluation.

The second one is the Claims topic. I am currently working with Maureen Headbird, DEU HSS in developing a Claims Training that can/will be used throughout all Regions.

We have recently found out we will be working with Onboarding HSS, Angelia Willis, in combining their Onboarding Claim Training and our Claim Training Modules we Maureen and I completed.

More news to come in July – question for me – please email me at [brian.olson@hennepin.us](mailto:brian.olson@hennepin.us).

Thank you. Brian

Sisters and Brothers,

We will see the Supreme Court Janus decision come down either today or Thursday, June 28th. As we know, the court will most likely side with the union-busters and the effort to dismantle public sector unions will begin on nationwide basis.

Are we going to let the union-busters take away everything we and those before us have fought for? Are we going to let them dismantle decades of workers' rights and benefits that have given us and our families job security, decent wages, affordable health care and a right to dignity in our workplaces? Our answer is a resounding NO!

In AFSCME, and in our particular Local 34, we are in a very good place. We have been working tirelessly to organize and engage our members over the past 3+ years and have done a tremendous job. I am so grateful to all our organizers, activists and MAT Leaders who have stepped up and taken on this work. You are the front line defenders of our union, and please know how appreciated you are.

Now, we all have to defend our union. Any and everything we do, matters. If all you have time to do is to talk to your coworkers, or wear a green T-shirt on Tuesdays.... it all matters. We all live busy lives, so we can only do what we are able.

But we CAN, and we WILL, defend our union and the rights that workers have fought for and won over the decades. We will not let the union-busters turn back the clock on us. We must continue to fight for worker justice, livable wages, equitable pay, affordable health care, job security, respect and dignity.

Thank you Sisters and Brothers for all you do, and will do. The future depends on us! TOGETHER WE CAN DO IT!

In Solidarity,

Deb Konechne  
AFSCME Local 34 Membership Secretary

## General Assembly & Executive Board Highlights

We elected delegates and alternates to attend the 2018 AFSCME International Convention. One of our alternates had to drop out so the next ranked alternate was subsequently upgraded to the 6th alternate after the meeting. Then President Baltich was notified that we have grown so much that we are now entitled to 7 delegates and 7 alternates so the 1st alternate was then upgraded to delegate and the next two alternates were upgraded to alternates 6 & 7. This is the final list of delegates & alternates in alphabetical order:

Delegates: Grace Baltich (automatic as President), Jean Diederich, Kenneth W. Garnier, Tamika Hannah, Paul Madison, Sheri Petersen and (Xai) David Yang.

Alternates: Yunuen Avila, Sametta Hill, Nailah Holman, Remy Huerta-Stemper, Abby Korenchen, Andrea Lazo-Rice and Lindsay Schwab.

The Elections Committee presented their report on the two officer elections protests received after the election was over. The decision of the committee was to uphold the results of the elections with the following recommendations: that the two protests be included as part of the report, that our local review how candidates are informed about the campaign rules so there is a clear understanding by all parties of what is & is not appropriate, that involving members of other locals in our Local 34 elections is not in our best interest and we should learn from our mis-steps. The report was accepted and the Elections Committee discharged. Thank you to Susan Eeten, Denise Gabriel, Derek Noles, Marcia Smeby, Gabriella Stumpf and Martha Waldemar who served on the committee along with Chair, Jean Diederich. Anyone wishing to review the report should contact President Grace Baltich.

Ali Marzolf submitted her resignation as Member-at-Large as she will be pursuing her graduate degree. Thank you to Ali for her service and best wishes as you realize your dream.

The Executive Board elected Brian Olson to fill that Member-at-Large seat. Sametta Hill was elected as 2nd Vice President filling the seat vacated with Grace Baltich's election as President. Both their terms will end April 30, 2019.

The Executive Board will hold another election to fill the Member-at-Large seat vacated By Sametta Hill. Please check with President Baltich to see when that election will be held. The term for that position will end April 30, 2019.

The membership approved the appointment of Jean Diederich as Newsletter Editor. They also approved covering the \$1500.00 per person MULP registration for Julio Alarcon & Shanaya Dungey and to support two more members if applications accepted for MULP.



## Just a reminder - 2019 health incentive

To earn the 2019 reduced co-pay health incentive, you and your covered spouse need to earn 30 wellness points by October 31, 2018. If you have any questions about how to earn the incentive or how to use RedBrick, please contact HealthWorks. We are happy to meet or talk with you at your convenience:

- We can come to your office.
- We can meet you at a library convenient for you and/or your spouse.
- We can talk at your staff meeting.

You can call us at 612-348-4628 or email us at [healthworks@hennepin.us](mailto:healthworks@hennepin.us).

You can come to our office at the Government Center, street level, south side.

## ELECTIONS COUNT!

**Now, more than ever, it is important to participate in the elections process. You can do that by getting out to support a candidate or candidates of your choice, make phone calls for them, walk their district and door knock or literature drop with them, walk in community parades with them, put a lawn sign in your yard (or window if you don't have a yard), provides food & supplies for campaign events, host a "get to know the candidate" in your home, make a political contribution to help pay for the cost of the literature & office space. Candidates are always willing to accept your help and are excited to talk to you and your neighbors about what you would like to see happen at the city, county, school, park or state level.**

**We do a state-wide primary election due to the multitude of candidates running for a number of races—Governor, Attorney General, Secretary of State, State Auditor, House Representatives and at local level races. The election is held Tuesday, August 14, 2018.**

**Check out the list of ASCME endorsed candidates at: <http://afscmemn.org/vote>**

A number of construction projects will affect commuting to downtown Minneapolis and across Hennepin County. Visit the Road construction 2018: What you need to know webpage for a full list of information and resources: <https://hconnect.hennepin.us/communications/Pages/road-construction.aspx>

## Key things to know

- Construction in downtown Minneapolis – particularly around the Government Center – will trigger reduced lanes and reduced on-street parking.
- Work to build the new City of Minneapolis public service building will close the skyway between the maroon parking garage and the Government Center June 2018 through 2020.
- MnDOT will rebuild Interstate 35W from 43rd Street into downtown Minneapolis. Work began in April and will continue through 2021.

Construction also may trigger changes in Metro Transit bus stops, including bus shelter construction near the Government Center south plaza and HCMC.

## Additional information and resources

Visit Hennepin County's MetroTransit MetroPass:

<https://www.hennepin.us/employees/metro-transit-metropass>

And the Go-To Card:

<https://www.hennepin.us/employees/metro-transit-go-to-cards> pages for information on how to obtain discounted bus passes.

## Hennepin County Employee Resource Groups

We know that workplace culture plays a major role in your experience at Hennepin County. One way to better understand our culture, meet colleagues, and build leadership skills is to join one of our Employee Resource Groups as a member or ally.

Employee Resource Groups (ERGs) consist of groups of employees who share a common diversity characteristic such as gender, disability status, religion or belief system, ethnicity or race, sexual orientation, generation, as well as those who consider themselves allies of those diversity communities.

These groups support our core value of Diversity and Inclusion. Each of our ERGs has an executive sponsor, is defined and driven by its members, and works collaboratively across the organization.

Watch a video to learn more about our Employee Resource Groups (ERGs) and hear from members.

Currently, Hennepin County has eight ERGs:

- [Asian Connections](#)
- [Interfaith and Spirituality ERG](#)
- [Lean In Hennepin ERG](#)
- [Millennials ERG \(MERG\)](#)
- [People of Color ERG-](#)
- [Transgender and Gender Non-Conforming ERG](#)
- [Veterans ERG](#)
- [Women in STEM](#)

Hennepin County supports you in getting involved with ERGs because we value your social and career well-being! If you are interested in joining one of our ERGs as a member or ally, click the "join the community" button, found on each individual group's page.

Do you have an idea for a new ERG? Check out the FAQ and tips for getting started on the Diversity and Inclusion ERG SharePoint site: <https://hconnect.hennepin.us/HR/Pages/D.I.EmployeeResourceGroups.aspx>



**From the May 31, 2018 "In the Loop"**

"Fragrance, whether strong or delicate, is a highly subjective matter, and one gardener's perfume is another gardener's stink."

As the quote suggests, what fragrance is to one person can be a problem for another. That's why HSPH has created new guidelines to help staff become aware of fragrance issues and what to do about them.

Fragrances may cause harmful reactions to people who have sensitivities to chemicals in scented products. Staff with asthma, allergies, or other respiratory disorders may also be sensitive to fragranced products. Possible side effects of exposure to fragrances include:

- O Frequent headaches
- O Respiratory ailments
- O Nausea
- O Itchy or burning eyes
- O Sneezing, runny nose or congestion
- O Difficulty with concentration

HSPH does not ban the use of added personal fragrances, but encourages staff to use fragrance-free products out of respect for fellow employees and visitors. Fragranced products may include, but are not limited to:

- O Perfumes
- O Colognes
- O Essential oils
- O Some skin and hair products

What you can do If another staff member is wearing a fragrance which is causing you distress, you should:

- O Relocate to another area if you are in a flexible/open work environment.
- O Speak directly and kindly to the coworker wearing the fragrance.
- O Discuss the matter with your supervisor if you can't resolve it.

Consider using the resources below.

**Resources for staff**

The Leave and Accommodation (LAM) Office can assist employees with reasonable accommodations, if needed, to enable a person with a disability to perform their job. Contact the LAM Office at 612-348-4082 or [HR.LAM.Office@Hennepin.us](mailto:HR.LAM.Office@Hennepin.us). The LAM Office is a county resource under the Americans with Disabilities Act and county policy.

**Reasonable Accommodations for Applicants – Employees with Disabilities**

**Fragrance in the Workplace: Guidance for Staff and Supervisors** (located on the [HSPH Workplace Environments Policy](#) page)

A Star Tribune article discusses the successes of Hennepin County's Pathways program, which gives people with a wider variety of backgrounds access to county careers. Of the 365 people who have graduated from pathways programs, 159 were hired at the county and 101 of those were hired in HSPH.

Read "[Hennepin County's Pathways program excels at training and retaining its own employees.](#)"

JULY	<b>Wed. the 11th—Local 34 General Assembly Meeting</b> 5:30 p.m. Human Services Building 525 Portland Avenue, Room 110, Minneapolis 55415	AUGUST	<b>Wed. the 1st—Local 34 General Assembly Meeting</b> 5:30 p.m. Human Services Building 525 Portland Avenue, Room 110, Minneapolis 55415
	<b>Fri. the 13th—deadline for applications to the Minnesota Union Leadership Program, Labor Education Services</b> <b>July 16th - 20th - AFSCME International Convention</b> Boston Massachusetts		<b>Wed. the 15th—Local 34 Executive Board Meeting</b> 5:30 p.m. Human Services Building 525 Portland Avenue, Room 917, Minneapolis 55415
	<b>Wed. the 25th—Local 34 Executive Board Meeting</b> 5:30 p.m. Human Services Building 525 Portland Avenue, Room 917, Minneapolis 55415		<b>Sun. the 19th—AFSCME Metro Area Picnic</b> 1:-00 - 5:00 PM Battle Creek Regional Park, Maplewood MN



# Nuts and Bolts

A brief guide to your Local 34

## STEWARDS

Jamoda Acevedo	Caroline Malone
Brenda Blaisdell	Watchen Marshall
Julio Blee Alarcon	Thomas Moore
Teisha Broomfield	David Paurus
Jacqueline Coleman	Sheri Peterson
Delia Dilday	Rita Phelps
Shanaya Dungey	Shawnice Reid
Cassandra Dutrieuille	Amorette Robeck
James Edin	Lindsay Schwab
William Fernow	Sean Watkins
Katherine Folta	All Stewards serve a year long appointment beginning in May and lasting until April the following year.
Emily Frazier	
Sarah Haigh	
Tasheema Hopson	

## 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

Bobbie Miller Thomas

Brian Olson

Vacancy to be filled by Executive Board



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

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



@AFSCME

@AFSCMEMN5

### 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/>

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.us](mailto:jean.diederich@hennepin.us)

***“The labor movement is bigger than one Supreme Court decision. We will continue to raise our voice, with greater energy and passion than ever, to take on the rigged economy and assert our rights and freedoms.”***

**- President Lee Saunders, 6/28/18**



July 2018