



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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Local 34 member, Paul Madison, was elected to fill the vacant AFSCME Council 5 West Metro seat. The election was held at the April 18, 2019 Council 5 Executive Board meeting.

John Westmoreland, Council 5 Executive Director, administers the oath of office to Paul as he assumes his seat on the Council 5 Executive Board. He will complete the term of office which ends with the Council 5 Convention in 2020.

Congratulations to Paul from Local 34!!!

President's Report June 2019

Union Family:

My father Larry Molenaar passed away on April 5th. He is the reason I'm involved in the labor movement. My dad was a disabled Vietnam veteran, had been active in DFL politics, and had been an active shop steward for his union CWA local 7200. I recently learned something I had not previously known about my dad - that he had been a delegate to the Minneapolis Regional Labor Federation for many years, where I have now served as delegate and board member for over a decade. I sincerely thank you as members of our AFSCME local for sending a memorial in my dad's honor to the MS Society and the Paralyzed Veterans of America.

My reflections and grief since his passing has made me think about what is really important in life, as I'm sure most do following the death of a loved one. For me that is Justice. My dad started using a wheelchair by the time I was six and I watched my mom fight for my dad just to have access in to buildings. It awakened me to the fact that our systems and laws were designed, whether intentional or not, to create inequality, unequal access, and keep power in the hands of a select privileged few. While grief can be overwhelming at times, I feel recommitted to the pursuit of Justice, for All Peoples. People of Color, LGBTQ, Women, Immigrants, Poor people, Working Poor, People with Disabilities, Employees seeking Justice in the workplace, etc. Together I know we can leverage our collective AFSCME power to create change.

Here at Hennepin County, our AFSCME Local 34's Anti-Discrimination Committee presented findings and recommendations based on our own Local 34's survey regarding Discrimination in the workplace and Hennepin County's own employment data. While employment data is improving, discrimination has been occurring in the workplace. Our Anti-Discrimination committee strongly requested remedy and redress of the discriminatory practices that have occurred. I call upon Hennepin County Administrator David Hough and the Hennepin County Steering Committee on Employment Practices to implement all the requests our AFSCME Local 34 Anti-Discrimination Committee have presented.

In order to continue preparing for our next contract fight, 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

Paying Forward Positivity

As we all know work can be demanding and stressful at times. And, sometimes it feels like there is a focus on mistakes or complaints, and not on all the amazing work each person does each day. That is why I have started Paying Forward Positivity in 2019! I have made it a goal this year to spread positivity wherever I can. And, not just in my attitude, my smile, and my personal life; but in my workplace as well! It is said that positivity is contagious, and can improve a person's health (mentally and physically) and their overall outlook on life, work, and relationships.



So, how have I started my journey to Pay Forward Positivity at work? Well, anytime I overhear a person we serve compliment a worker I send that worker's supervisor and manager an email of what I witnessed, and I 'cc' the worker so they are acknowledged in their hard work, and know that others are noticing their awesomeness! But, I don't stop there... if I overhear a worker compliment another worker, I email as well. Or, if I have a positive experience with any worker in any department I make sure to send that email.

Not only do these recognition emails help management know how valuable Hennepin workers are, but it also helps the worker feel valued, appreciated, and hopefully more positive about all the hard work they do every day. Often times it can seem like thankless work we do, and that is why it is so important to focus on the positive.

If we can build each other up with acknowledging the positive impact we have on the people we serve, our co-workers, and our community we will only get stronger. And, over time this positivity, which is contagious, can lead to better work environments, better customer service, and an over-all happier work life. How can you Pay Forward Positivity today?



Amorette Robeck
Human Service Representative, Sr. and Member-at-Large

Positive Mind.
Positive Vibes.
Positive Life.

Curious about Special Leave Without Pay (SLWOP)? Want to know more about it?

AFSCME contract reads: Article 36

Section 1. Employees may participate in a Special Leave Without Pay Program as established by Hennepin County Board of Commissions. The Special Leave Without Pay Program period is from date of the County Board approval through December 31, 2021.



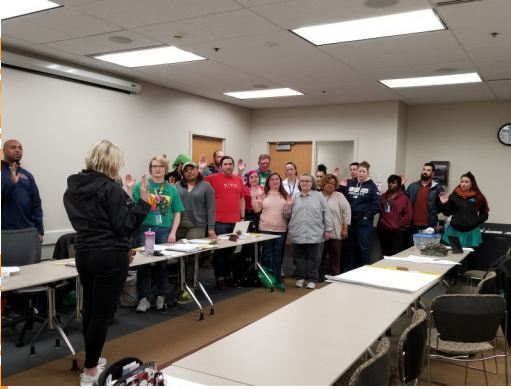
Section 2. Upon the request of either party, the EMPLOYER and the UNION shall meet and confer on the extension of the Special Leave Without Pay Program each year through 2021.

Section 3. The EMPLOYER's policy on use of Special Leave Without Pay (SLWOP) provides that the employees may use SLWOP in case where they would otherwise not take the leave. The EMPLOYER will therefore interpret its policy on SLWOP to allow SLWOP for Union Leave and Parenting Leave in cases where the employee would not otherwise take the leave.

That sounds great but what does it mean to me? As part of your contract you can request time off with your supervisor for Union work/activities and time off to care for immediate family, even when you do not have PTO, sick time or vacation to cover it. You will not be paid for the time, but you will be able to keep your job and maintain your benefits.

Questions, or comments contact a union representative today!

Highlights from the May 1, 2019 General Assembly



- ◆ Elections Chair, Cathy Dunaway, presented the Elections Committee report with the following officers elected: Vice President - Sametta Hill, Chief Steward - Brian Olson, Membership Secretary - Jean Diederich. M/S/C to accept the report.
- ◆ New officers and appointed/reappointed stewards took their oath of office.
- ◆ Senior Chief Steward Remy Huerta-Stemper thanked outgoing Chief Steward, Kenneth W. Garnier, for his hard work and welcomed new Junior Chief Steward Brian Olson.



- ◆ Thank you's received from:
 1. AFSCME Council 5 staff for the 2018 holiday card & gift card to CUB
 2. YMCA for donation in memory of Dexter Linman, retired Social Worker and father of member, Linda Linman
 3. Family Pathways for donation in memory of Michael Hudak, father of member, Linda Winn
 4. Allina Health Hospice Foundation Wedum Compassion Fund for donation in memory of Laurence Nielsen, father of member, Lisa Nielsen-Karatz
- ◆ M/S/C to approve the April 3, 2019 General Assembly meeting minutes



- ◆ Constitution Committee – 2nd reading of proposed amendments to our Local 34 Constitution –all but one approved
- ◆ Chair Remy Huerta-Stemper thanked the committee members: David Yang, Grace Baltich, Jean Diederich & MiKayla Handley and contributors: Aaron Gardner-Kocher, Christina Eichorn & Deb Konechne for their work to craft the proposed language
- ◆ M/S/C to contribute \$500.00 to the Juneteenth celebration
- ◆ M/S/C to contribute \$1000.00 to Workday Minnesota
- ◆ M/S/C to contribute \$250.00 to Festival for Fathers and Families
- ◆ M/S/C to approve up to \$500.00 for cost of food for the May GA
- ◆ M/S/C to approve up to \$20,000.00 to hire Gary Paulson to complete the audit of our books for year 2018 and do our 990 report

- ◆ M/S/C to approve total of 80 hours lost time the Treasurer, President and Trustees to assist Mr. Paulson with the audit
- ◆ M/S/C to hold election for the vacant Member-at-Large position at the June 19, 2019 Executive Board meeting



Now in its tenth year, the Minnesota Union Leadership Program (MULP) helps unions develop and strengthen leaders, equipping participants with the knowledge and skills to address the challenges facing the labor movement.



The 2019-20 brochure (pdf) and registration (pdf) are here: <https://carlsonschool.umn.edu/faculty-research/labor-education-service/programs-and-courses/minnesota-union-leadership-program> for the next Cohort. Sessions 1 & 2 will be on October 23-25 at Ruttger's Bay Lake Lodge near Brainerd. The registration deadline is July 12, 2019.

Through six in-depth sessions scheduled over nine months, participants study the labor movement (past, present, and future) while engaging in critical thinking about how workers succeed in building a more just and equitable society. Emerging and established union leaders build relationships and network with their fellow class members and others from

the labor movement, learning from each other's experiences and knowledge.

The Labor Education Service at the University of Minnesota coordinates and leads the training. Experienced and knowledgeable speakers from throughout the labor movement and its allied community are included as presenters and panel members.

The program begins with three days at Ruttger's Bay Lake Lodge near Brainerd where participants build relationships and focus on engaging the first two sessions.

Local 34 has voted to send up to 4 members covering the \$1550.00 registration cost. You must complete the application process and be approved. Two members have already been approved so we two more spots open. Deadline to apply is July 12, 2019.

"This was a wonderful experience. I think the most important part was hearing other stories of success and struggle." - Kenneth W. Garnier



The Man Who Put Public-Employee Unions on the Map



Jim Bourdier/AP Photo

<https://prospect.org/article/man-who-put-public-employee-unions-on-map>

The article from the above link is written by Peter Dreier, E.P. Clapp Distinguished Professor of Politics and founding chair of the Urban & Environmental Policy Department at Occidental College. He wrote it to highlight the efforts of AFSCME President, Jerry Wurf, who would have been 100 years old on May 18, 2019.

The article covers the rise in union organizing efforts in the public sector beginning with his hard fought fight to get elected as the President of AFSCME—ousting an entrenched incumbent who he saw as doing nothing to build our union's membership and power.

The article covers the seminal event in our labor movement that underlined the determination of President Wurf to address the systemic disproportionate number of underpaid workers of color, mainly African American and Latino. This struggle came to a head with the 1968 Memphis Sanitation Worker's strike. It served to bring together labor, religious and civil rights organizations for a common cause.

Take the time to read this article. It is an excellent piece about part of AFSCME history. President Wurf never lost sight of the importance of organizing all workers. Much of the groundwork he and his fellow AFSCME members laid in 1968 is what keeps us strong in our commitment to our union today.

Tuesdays are AFSCME Green Days!

Are you wearing your **green** on Tuesdays?

Wearing our **green** is a sign of our solidarity local wide and Hennepin County AFSCME wide along with our fellow Locals 552, 1719, 2822, 2864 and 2938. Wearing our **green** helps us to know who our fellow AFSCME members are in our respective workplaces and throughout the county. Walking into a Hennepin County library sporting **AFSCME green** and being enthusiastically greeted by the AFSCME members at the front desk builds that solid foundation to our **AFSCME** power. Running into a fellow **AFSCME** member wearing **AFSCME green** at a community event, a union rally or a political event makes that foundation even stronger.

Show your **AFSCME green** pride and wear your **AFSCME green** shirt every Tuesday.



Donations Needed NOW for AFSCME Family Picnic

Each year, rank-and-file union members plan and host the AFSCME Family Picnic – one of our favorite events of the summer. One of the things that makes the AFSCME Family Picnic so special is the relationship building opportunity it provides for union members and our allies.

On Sunday, **August 18**, AFSCME members, our families and our neighbors and community leaders will come together for a fun-filled afternoon at Battle Creek Regional Park in Maplewood. We'll have lots of great picnic food, plus face painting and free waterpark tickets for the first 100 kids who arrive.

All of this takes time and money. To make the AFSCME Family Picnic happen, organizers rely on donations of cash and time from local unions and individual AFSCME members. Right now, the picnic planners are actively seeking cash donations. We're recommending Locals get started on approving donations now.

AFSCME FAMILY PICNIC



**SUNDAY
AUG. 18
1-5 PM**

BATTLE CREEK REGIONAL PARK, MAPLEWOOD

Here's how you can help: At your next local union membership meeting, make a motion for cash donation to be made in support of the AFSCME Family picnic. Then, sign up to volunteer at the picnic. Contact Duane Gatzke (651-472-2787 or kkirk77@comcast.net) to sign up to volunteer or make a personal contribution of cash or food to support the picnic.

Don't forget to RSVP and invite your friends and family on Facebook! (<https://www.facebook.com/events/2367323926665029/>)

MADE IN AMERICA

Cookout shopping list



TEXT MADE TO 235246

Find more union barbecue items at aflcio.org/Barbecue.

UNIONS

**A MAJOR INCONVENIENCE
FOR THOSE WHO WISH TO
EXPLOIT AND STEAL FROM
THE WORKING CLASS**



AFL-CIO

June 2019

History Corner

What does our union do for us? Glad you asked!

Written by Bob Velez, Vice President around 2002 (date specific information is out dated) but the message is just as valid today as it was when he wrote his article

I had a member approach me the other day about the “value” of what she received from “the Union” in exchange for “all the money you guys take out”. I was able to explain to her what the “value” is, and then I thought that this might be a good time to let the rest of my union brothers and sisters in on all the things our union does for us.

First, I'd just like to remind folks that our dues structure is progressive. This means that our members who make more money pay more money. The highest dues that anyone in Local 34 pays are \$39.70 per month. Most of our members pay either \$30.70 or \$33.70 per month. Fair share dues are less than this, and part time employees, whether they are fair share or full members pay a pro-rated amount for their dues based on the actual number of hours they work. I realize that in this economy, even \$30.70 can be missed, but the fact is that we get an awful lot of value for that small amount of money.

Free dental insurance. Whether you are full-member or fair-share, everyone in Local 34 who signs up for it gets free dental insurance. The fees for this do not come out of your paycheck, nor do they come out of your union dues. Our union, in partnership with our employer Hennepin County, recognized many years ago the rising costs of dental care. Together they took a pro-active role in helping our members and put together the dental plan that brother Bernard Grisez, our dental trustee explained in detail for the February newsletter. The plan is administered by the council office for our members.

The Banner, the Local's newsletter that you are reading right now. Our newsletter has grown in size and scope to become a terrific source of current event information that affects our members and their families. The newsletter not only provides updates on the Local's business, but on current events, political trends, and ways to be more active in your community and advocating for our clients.

www.afscmelocal34.org Have you seen our website? Our Local's website holds a ton of information for members or anyone regarding labor issues, political decisions that affect us and our families, opportunities for activism, and happenings within our local and worksites.

Negotiations. Did you enjoy the 3% or 50 cent raise you received in January? In spite of 9/11, the downturn in the economy, and the affects of the state worker's strike, our union's negotiation team was able to secure a reduction in premium for family health coverage, and a cost of living raise (two years in a row) of 3% or 50 cents an hour, whichever was higher. These benefits went to fair-share as well as to full-members. You can be sure that our negotiating team this year will do everything they can to keep our standard of living from going backwards, as well as holding the line on healthcare.

Management meet and confer meetings. Our union has established a good working relationship with most of the departments where our members work. Our officers and stewards regularly meet with management by department to discuss issues that affect our members. Many topics at meet and confer meetings that have achieved results for our members have been things like safety/ security issues, parking reimbursement, training, and of course things like financial worker redesign, or behavioral health integration. Our union made sure to have input into both of those processes.

Good and Welfare requests. Have you or one of your co-workers had a dark time in your life made easier by the well wishes of your union? Or found that your celebration of a milestone event was recognized and appreciated? Our union has a good and welfare committee that recognizes events in the lives of our full-members and lets them know that their union cares by sending a card, or a bouquet of flowers, a cheerful plant, or some balloons.

Seniority lists. The union requests (and pays for) the seniority lists that determine what places we all hold by seniority. Your officers and steward each have a copy that they will be happy to go over with you to make sure that your seniority date is correct.

What does our Union do for us? -cont..

Officers and Stewards. And what about those officers and stewards? These folks work very hard on all of our behalves, in some cases making themselves a target for vindictive management in their efforts to protect our rights. Our Officers and stewards have all the latest information regarding negotiations, county budget issues, and staff re-organization, and make sure to get that information out to their union brothers and sisters ASAP. Stewards are there to advocate for their brothers and sisters when discrimination rears it's ugly head, or when employees have been disciplined in a manner other than what is allowed in our contract. They handle grievances, do investigative work, and meet with management to ensure that our members get a fair hearing. Officers and stewards hold Brownbag lunches to meet with members, welcome new members in training orientations, and spend hours addressing member concerns and issues.

Political action and lobbying via the AFSCME PEOPLE fund.

AFSCME supports candidates who support labor, whether those are "traditional" allies such as Walter Mondale, or new friends such as 1st term Republican County Commissioner Linda Koblick. There is a special fund for political action that is paid for by additional member contributions of up to \$4.00 per paycheck (have you filled out your AFSCME People check-off form, yet?) called the PEOPLE fund. You can ask to have a contribution taken directly out of your check, it's easy. Our political action group has brought lobbyist Elliot Seide here from the international union to deal with a legislature that is bent on making public employees pay for the affects of a national recession. AFSCME's "Day on the Hill" was just one of the efforts made on behalf of our members, along with the "Take back Minnesota" campaign, and the volunteer efforts of many of our brothers and sisters who are contacting legislators and saying "Share the Pain!!!"

I was amazed at the amount of "value" that we get for our dues once I saw it put down in black and white. While it is important to recognize that there are some things that our union can't affect (especially items that are listed in the contract such as work re-assignment being at the direction of the employer) there are so many areas of our lives that our union affects. People who have never found the time to become active in the union are volunteering to meet with legislators, and help with negotiations. Our union is made up of old sisters, young brothers, African Americans, native Americans, Christians, Muslims, atheists, GLBT members, Democrats, and Republicans. Make your voice heard! Now more than ever it is important for us to stand together with pride not only recognizing all the things that "the union" does for us, but that we are all "the Union"!

More AFSCME Council 5 Day on the Hill pictures from Jodi Ojala



Highlights of April 17, 2019 Executive Board meeting

- ♦ M/S/C to endorse and contribute \$134.00 to the Filipino Trade Unionist Speaking Tour on April 25, 2019
- ♦ M/S/C to renew our American Civil Liberties Union membership at \$55.00
- ♦ M/S/C to renew our National Association for the Advancement of Colored People membership at \$200.00
- ♦ M/S/C to renew our Southern Poverty Law Center membership at \$200.00
- ♦ M/S/C to purchase ads in the Minneapolis Labor review and St Paul Union Advocate for 2019
- ♦ M/S/C to contribute \$250.34 to the MS Society and Paralyzed Veterans of America in honor of Larry Molenaar, father of President Baltich
- ♦ M/S/C to approve 2.5 hours lost time & mileage for up to 7 members of Antidiscrimination Committee to prepare for presentation at the May 2, 2019 Workplace Practices Steering Committee meeting
- ♦ Thank you from Alliance Housing for \$100.00 contribution
- ♦ M/S/C to purchase laptops for the Membership Secretary and MAT Coordinator
- ♦ M/S/C to table the discussion for laptops for 2 Vice Presidents and Recording Secretary until more research into specific needs of the officers is completed



I am so grateful for the years I have served as Membership Secretary and am honored to have met and worked with so many amazing rank and file workers. I thank all of you whom I have worked side by side with- for your ideas, your tenacity, your efforts, your comraderie, and your inspiration!

Over my years in this office we have weathered the Janus decision and union busting efforts and actually grown stronger! We have increased our membership to nearly 90%. We have reached 100% membership at our New Employee Orientations for the past 8 months at all but one orientation. We have brought our union repeatedly out to the worksites and to our members as was never done before. We have increased our union reps and activists and leaders tremendously. We have worked hard to create a spirit of collectivity, democracy, respect and unity and mostly did away with business-unionism.



I am committed to continue to work to make our union a united union that is open, honest, welcoming, respectful and engaged. A union that honors and involves our members. And I will continue to work to strip away any divisive or destructive efforts that threaten our unity and our union family.

I love our members and I sincerely thank those of you who have worked so hard to strengthen and bring our union together. And I again thank you for the opportunity to have served as Membership Secretary. I look forward to continuing to work together and continue what we have started. I am humbled and deeply honored.

With Love and Solidarity, Deborah Konechne



Wed. the 5th - Local 34 General Assembly Meeting

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

June

Note: election will be held at the June 19th Executive Board meeting to fill the vacant Member-at-Large position. Contact President Baltich if you are interested in putting your name forward for that election.

Wed. the 19th - Local 34 Executive Board Meeting

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

Wed. the 3rd - Local 34 General Assembly Meeting

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

July

Fri. the 12th - deadline to submit application for the Labor Education Services 2019 – 2020 Minnesota Union Leadership Program (see page 1)

Wed. the 17th - Local 34 Executive Board Meeting

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

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

Shanaya Dungey

James Edin

William Fernow

Emily Frazier

Kenneth W. Garnier

Sarah Haigh

Tasheema Hopson

Janine Hudson

Cindy Johnson

Maria Johnson

Kathy Kelly

Caroline Malone

Watchen Marshall

Zachary Nagle

Tremayne Odom

Dawn Olmstead

David Paurus

Sheri Peterson

Jonathan Reeck

Shawnice Reid

Ryan Rud

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 — Aaron Gardner-Kocher

Membership Secretary — Jean Diederich

Sergeant-At-Arms — Andrea Lazo-Rice

Senior Chief Steward — Remy Huerta-Stemper

Junior Chief Steward — Brian Olson

Members-At-Large—

Yunuén Ávila

Kevin Chavis

Delia Dilday

MiKayla Handley

Amorette Robeck

Vacancy - to be filled by EBoard

Trustees

Christina Eichorn

Darlene Salinas-Fernandez



@AFSCME

@AFSCMEMN5

AFSCME

We make America Happen

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

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

Juneteenth is the oldest known celebration commemorating the ending of slavery in the United States. Dating back to 1865, it was on June 19th that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with news that the war had ended and that the enslaved were now free.