

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

In This Issue

- ◆ Page 1 Job classes, Reminder of Netroots Nation elections at March GA, AFSCME Free College Benefit
- ◆ Page 2 Chief Steward report - Weingarten Rights
- ◆ Page 3 Change in mileage reimbursements effective 2019
- ◆ Page 4 Nominations Report
- ◆ Page 5 Small acts of kindness, 2nd Vice President's report
- ◆ Page 6 Contract language - Article 30, Meet & Confer
- ◆ Page 7 Meet & Confer (cont.), 1st Vice President's Report
- ◆ Page 8 Apprenticeship programs through Building Trades
- ◆ Page 9 February 6, 2019 General Assembly Highlights –note CBTU & Nellie Stone Johnson Scholarship dinner elections at March GA, Thank you's
- ◆ Page 10 Local 34 Bulletin Boards
- ◆ Page 11 Important dates, AFL-CIO Labor Wire snippets
- ◆ Page 12 Nuts & Bolts

REMINDER: Motion was approved at the 1/19 GA 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/>



Earn a degree from a public, accredited college. Increase your salary, expand your work opportunities. Visit FreeCollege.AFSCME.org or call 1-888-590-9009 for more information. Spring classes start March 18, 2019.

What are you waiting for?

The AFSCME Free College Benefit makes it possible for you and your family members to earn an associate degree completely online—for free.

What's the deal with "Weingarten Rights"?

Maybe you have seen them on a business card sized slip, maybe you have been told about them at a labor lunch, maybe you have been given instructions to invoke your Weingarten Rights at a meeting by a steward, or maybe you have no clue what they are. But the fact is, as Union Represented employees we owe a great debt of gratitude to Ms. Leura Collins for the rights that protect us today.

Leura Collins was an employee at a store which offered prepared food to go or dine in (think of the hot food by the deli counter). She had boxed up an order of chicken for herself and tried to leave when another employee informed the Loss Prevention Investigator on site that day that she had paid \$1 for a small box of chicken but was leaving with the larger, \$2.98 box of chicken. When brought in for an investigation by management, she promptly requested Union Representation and was denied. She then explained that they had been out of small boxes at the time and while only purchasing the small amount, she used the larger chicken box.

This was confirmed but it led to another investigation about her actions of taking a "free lunch" during her shift which had been the norm at her previous location but not at the new one. Once again, she tried to have a Union Steward present at the investigation but was again denied. The case was taken all the way to the National Labor Relations Board (NLRB) and then to the Supreme Court where, in a 5 to 4 decision, they held that the employer had violated part of the National Labor Relations Act which allows activities which are intended for "mutual aid or protection".

These rights, laid out in Justice Brennans majority opinion, have since been extended to public employees. The steps that are required are:

At any point during the investigation interview, though the sooner the better, the employee must request union representation. *We encourage anyone who is being asked in to meeting with supervisors/management for unknown reasons that they ask if the meeting could lead to a discipline or change in work conditions before the meeting even begins.*

The supervisor or member of management then must decide what the intended outcome is and if they should keep going with the meeting *but remember that you do not have to agree to continue if they say the meeting could have disciplinary consequences! Do not let anyone suggest that it will be easier to get it done without involving your Union. If you are facing the potential of discipline, get ahold of a steward immediately!*

If the meeting continues and they have not granted the request for Union Representation and issued a discipline, management may have violated your rights. *Contact a steward immediately.*

Because Leura Collins actively requested Union Representation and was denied, the National Labor Relations Board and the Supreme Court of the United States found that her company violated her rights as an employee with Union Representation. That company, who had fought the NLRB decision and took the case to the highest court in the nation, was Weingarten Inc.

By: Remy K. Huerta-Stemper, Junior Chief Steward

Weingarten Rights

"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 this meeting. Until my representative arrives, I choose not to participate in this discussion."

From Vice President Sametta Hill – information about the change in how mileage now handled based on IRS requirements. This information is provided by the Employer.

Hello,

At the January (2019) Meet and Confer meeting, you requested the following information related to employee mileage expense reporting.

- ◆ Copy of the IRS code that is guiding the practice around reimbursement of mileage. This also includes the new language around these reimbursements being considered income if not submitted within 60 days of the occurrence.
- ◆ Clarification on the impact of the change in tax law on PERA
- ◆ Hennepin County's policy on mileage reimbursement

Detail on each of these is included below. We will plan to provide an update on the analysis of mileage data at our next meeting, scheduled for February 7 (2019).

IRS code that guides practice around reimbursement of mileage

You will see the requirements for Employer Accountable Plans in several areas of IRS guidance, including IRS [Publication 463](#). Compliance with IRS Accountable Plan rules allows employers to exclude reimbursements from employee income. Key points in Publication 463 include the language pictured below (red used for emphasis):

Accountable Plans

To be an accountable plan, your employer's reimbursement or allowance arrangement must include all of the following rules:

1. Your expenses must have a business connection - that is, you must have paid or incurred deductible expenses while performing services as an employee of your employer.
2. You must adequately account to your employer for those expenses within a **reasonable period of time**.
3. You must return any excess reimbursement or allowance within a **reasonable period of time**.

An excess reimbursement or allowance is any amount you are paid that is more than the business-related expenses that you adequately accounted for to your employer.

Reasonable period of time. The definition of reasonable period of time depends on the facts and circumstances of your situation. However, regardless of the facts and circumstances of your situation, actions that take place within the times specified in the following list will be treated as taking place within a reasonable period of time:

- You receive an advance within 30 days of the time you have an expense.
- You adequately account for your expenses with **60 days** after they were paid or incurred.
- You return any excess reimbursement within **120 days** after the expense was paid or incurred.
- You are given a periodic statement (at least quarterly) that asks you to either return or adequately account for outstanding advances and you comply within 120 days of the statement.

Employee meets accountable plan rules. If you meet the three rules for accountable plans, your employer shouldn't include any reimbursements in your income box 1 of your form W-2.

The County's goal is to protect employees from unnecessary taxation on reimbursements by making sure our plan continues to be an accountable plan. Reimbursements that do not meet accountable plan guidance will follow IRS requirements for non-accountable plans, including the Publication 463 tax requirement pictured below:

Reporting your expenses under a nonaccountable plan. Your employer will combine the amount of any reimbursement or other expense allowance paid to you under a nonaccountable plan with your wages, salary, or other pay. Your employer will report the total in box 1 of your Form W-2.

Impact on PERA of the change in tax law as it relates to reimbursements

We are still exploring this and will provide an update at the meeting

Hennepin County policy on mileage and parking reimbursements can be found here: https://hconnect.hennepin.us/CtyAdmin/_layouts/15/WopiFrame2.aspx?sourcedoc=%7b51DECEFI-31D5-4E49-BE42-9833A837E4AA%7d&file=Mileage%20and%20Parking%20Reimbursement.docx&action=default

Jessica Simon Koch

Area Manager | Administrative Services

Hennepin County Human Services

From our Treasurer, Paul Madison:

Please note that the mileage reimbursement policy noted above for the employer also pertains to any mileage submitted to Local 34. We are governed by the same IRS rules and regulations.

What that means for you is that any mileage expenses submitted 60 days or more after they were incurred will be taxed and that income noted in box 1 of your W-2 sent to you in 2020 and forward.

Please submit all expenses in a timely manner to avoid the tax on your mileage income.

Thank you.

March 2019

2019 Officer/delegate Nominations Report

Jean Diederich, Nominations Chair

The first call for nominations took place at the February 6, 2019 General Assembly. The following nominations were made at or after the meeting:

Vice President	Sametta Hill Kay Powell
Recording Secretary	Aaron Gardner-Kocher
Membership Secretary	Deborah Konechne
Chief Steward	Sarah Haigh
Member-at-Large (3 seats)	MiKayla Handley Amorette Robeck Kevin Chavis Brian Olson Delia Dilday
Trustee (3 year term)	
Minneapolis Regional Labor Federation Delegate (5 seats)	Deborah Konechne Kenneth W. Garnier Kay Powell Kevin Chavis
Mpls RLF Alternate (6 seats)	Tamika Hannah Amorette Robeck
St Paul Regional Labor Federation Delegate (5 seats)	
St Paul RLF Alternate (6 seats)	

The 2nd and final nominations will be taken at the March 6, 2019 General Assembly held at 5:30 PM in HSB 110, 525 Portland Ave, Minneapolis (corner of 6th St and Portland Ave). You can put your name forward for any of the above seats by attending the GA or sending an email to me, jean.diederich@hennepin.us, by no later than 2:30 PM of 3/6/19.

Thank you.



As everyone knows, since you are bombarded each time you walk in a store, that February was the month of Valentine's Day! Valentine's Day is my favorite holiday, because spreading love any day, and every day is the best! Not everyone likes Valentine's Day since it is so focused on couples, or people in relationships. But, LOVE is for everyone! And, I made it my mission three years ago to spread love and cheer on Valentine's Day. I do this by making and handing out valentines to each and every person I see from the moment I leave my house until I am in for the night. I am always happy to see the joy and gratitude in people's faces when they get an unexpected surprise. Some people have even cried, telling me that they hadn't gotten a valentine in decades. Who knew that such a small act could affect so many people? That first year (2017) I passed out a total of 150 valentines! And, when going into a movie theater a little boy around 3 years old asked if I was the Valentine's Fairy, and that cinched it, I knew I was going to do this every year! So, last year (2018) I handed out over 250 valentines, and ran out before I got home for the night! This year I handed out over 375 valentines! Just doing my part to spread love and kindness throughout the Hennepin County community, at work, at lunch, walking the dog, or just out and about! I hope this inspires others to connect with their community, and spread love and joy! Wishing everyone a wonderful year filled with love each and every day! Happy Day of Love every day!

Amorette Robeck

Social Workers Continue to Fight for what is RIGHT!!!

Social workers have been experiencing several issues in the workplace that have been brought and will be brought to MEET & CONFER. Here are a list of SOME of the issues going on in different areas:

Expense Reports being sent back at high rates due to discrepancies around mileage and parking fees (all areas all Social Workers):

Social workers have communicated that they are getting their expense reports sent back several times for minor corrections and inconsistent communication about what needs to be in the description box, so that the expense report will be approved. **If you are experiencing similar issues please contact Deb Konechne and provide her with clear examples.**

Holiday Schedule: (Child Protection Intake)

WIN!!! This area had a change in procedure which required them to now ask to work on the holidays where previously they had to request not to work the holiday. This area wanted to make sure all workers had an opportunity to work holidays because it is an opportunity to make extra money. This group, through the **MEET & CONFER** process, was able to implement a rotating holiday calendar so that everyone would have an opportunity to work a holiday. Another **WIN!!** For this area...the group of people in this area that work a 10hr shift are allowed to bank a small amount of hours to cover the other 2 hours of the 10hr shift for the holidays they have off.

Caseworker Caseload: (DD Sr. SW) and (LTSS Assessor)

Social Workers are pushing back on caseload sizes. Many workers have communicated that their caseloads are unmanageable and they need to be adjusted so that workers can appropriately meet the needs of the people they serve.

2018 5% increase (all areas all Social Workers):

Many workers have communicated that their annual review was due in 2018, workers have communicated that they did not receive their review until 2019 or still have not received their annual assessment and wanted to ensure that they would still get the 5% increase in the previous contract. This is currently being addressed.

UNITED WE FIGHT...INDIVIDUALLY WE BEG!!!

Thank you for all the work you do!! Continue to fight the good fight!!! SOLIDARITY FOREVER ☺

Sametta Hill, 2nd Vice President

Contract 101

Greetings all!

What do you know about this 'Union thing' called Meet and Confer? It's a BIG DEAL! Meet and Confer is listed in our Contract under **ARTICLE 30 - MEET AND CONFER**

Do you know the EMPLOYER and UNION meet on a monthly basis to discuss work issues? Do you know what topics can be discussed in this type of meeting? Yes? No? Maybe? I have been privileged to attend several of these meetings and I have presented different topics on your behalf since 2016. A few to mention were asking about Claims Training, the new Phone standards review process, the Time off Policy, and recently the Logging into Cisco Finesse as a means of recording your (HSR) starting time. *FYI: Labor Relations is not part of the Union.*

The importance of this Article to Meet and Confer is *indispensable!* In this setting we get to address Hennepin County Management – Labor Relations about issues that affect our everyday work conditions. It is important we have this 'tool'. Otherwise we would have to resort to filing issues through the Grievance process that is not always needed or required. It is important we work with Hennepin County Labor Relations to present to them our concerns & issues in a clear, constructive manner and, if possible, lay out for them solutions we could maybe advise them to consider.

If an issue is contractual, we can present the issue in the manner which the Union perceives them to be violating by providing them with the language of the Contract we feel they are violating. For example, I like to use Article 1 – Preamble. I think of it as a Due Process Clause as it states: ***The purpose of the AGREEMENT is to fulfill the mutual desire of the EMPLOYER and UNION to encourage and promote a culture of dignity and respect between the parties and a mutually satisfactory relationship with respect to the terms and conditions of employment in the county. The EMPLOYER and the UNION recognize that it is in the best interest of both parties that all dealings between them be characterized by mutual responsibility and respectful treatment.***

For instance, when Management wants to alter our work hours and/or schedules, and the work calendars, they are required to meet and inform the Union of these proposed changes *before they are sent to staff and 'sold' as 'Union approved'*. This has been my argument to them every time they propose another 'New Policy' that undermines workers trust, respect and abilities to work.

Workers may email, send issues that may or may not be Contractual in nature to either current Local 34 Vice Presidents, Sametta Hill or Tamika Hannah, Local 34 members may also send concerns to Union REP or Officer as well who can- would forward your concern to them to bring to Management at the Meet and Confer Meeting.

Meet and Confer

Here is **ARTICLE 30 – Section 1:** *'Upon the request of either party, the EMPLOYER and UNION agree that the EMPLOYER and not more than six (6) representatives and not more than six (6) EMPLOYER representatives will participate in a Meet and Confer session each month to discuss issues of concern to either or both of the parties. See also Article 4, Section 3D regarding pay status of union representatives at Meet and Confer.'*

ARTICLE 30 - MEET AND CONFER

Section 1. Upon the request of either party, the EMPLOYER and UNION agree that the EMPLOYER and not more than six (6) representatives and not more than six (6) EMPLOYER representatives will participate in a Meet and Confer session each month to discuss issues of concern to either or both of the parties. See also Article 4, Section 3D regarding pay status of union representatives at Meet and Confer.

A. The parties will Meet and Confer in regards to health of the workforce issues including but not limited to physical, psychological, ergonomics or public health concerns and safety items which are neither negotiable nor subject to the grievance procedure. (See also Attachment D).

B. The parties will Meet and Confer in regards to workloads/caseloads issues to identify ideal workload or caseload sizes and methods of achieving or working towards ideal workloads and caseloads. It is specifically understood that actual assigned workloads may differ from ideal workloads. The EMPLOYER agrees that ideal or appropriate workloads/caseloads will be a significant consideration when assessing employee work performance.

C. The parties will use the Meet and Confer process to establish a forum to address dignity and respect in the workplace on an ongoing basis.

Section 2. The parties may agree to conduct additional Meet and Confer sessions within individual departments or divisions. The number, frequency, length, scope and size of such meetings will be determined by AGREEMENT.

Section 3. Upon AGREEMENT of the parties, a Meet and Confer session may include additional representatives from other employee organizations or other outside parties with information to offer that is relevant to a proposed Meet and Confer topic.

Section 4. The parties agree that a specific Meet and Confer session will be scheduled for the purpose of discussing county-wide planning/change initiatives with County Administration. The Labor/Management meetings between County Administration and AFSCME Field Representatives and Local Presidents could be used for this purpose.

Section 5. Attachment D, entitled ARTICLE 31 Meet and Confer Issues, will be placed at the end of the contract and will serve as a reference list of specific topics the EMPLOYER and the UNION agree to discuss during the term of this AGREEMENT. Each agreed-upon item placed on the list will be dated. The list will include active/ongoing Meet and Confer topics as well as inactive topics, including dates of inception where possible.

Meet and Confer (continued)

The Attachment D list will be reviewed and updated as needed during future contract negotiations to assist the parties with accountability for the issues that have been listed for Meet and Confer discussion during the term of a particular AGREEMENT. If the parties agree that a topic placed on the list at an earlier date no longer requires discussion, that topic will be placed on the “inactive list” in attachment D. However, the inactive list remains on Attachment D from contract to contract as a historical record.

Section 6. Nothing in Section 5 regarding Attachment D is intended as a limit upon the parties’ ability to introduce any mutually agreed upon topic for discussion at any future Meet and Confer session.

ATTACHMENT D Local 34 - Specific Meet and Confer Topics include but are not limited to:

1. Child Protection Induction unit efficacy with quarterly reviews beginning January 2016.
2. Child Protection Screeners moving to a 24/7 schedule; shift bidding issues; after hours work site security issues; shift differential if a problem is identified.
3. Child Protection Worker issues including workload/caseload as a result of the Governor’s Task Force; on-call issues; resources for families such as car seats at all sites
4. Child Support work standards
5. Cost and implications regarding a change of employee work location with short notice
6. Ergonomic issues related to HSPHD Regionalization
7. Health insurance coverage when large number of employees are laid off
8. Health care cost containment
9. HSPHD work culture
10. Human Service Representative series issues including the PROMOTION process from HSR to Senior HSR; workloads/caseloads; onboarding concerns; complexities of multiple program training
11. Language classes for clients we serve e.g. Somali
12. Limits to face time/phone contact with individuals in crisis per day and per week
13. Performance results
14. Regional transfers
15. Shift bid language for STS Crew leaders
16. Worksite assignment and notification process
17. Career ladder for case management assistants in family stabilization
18. Career ladder for public health nurse to senior public health nurse
19. Use of LIMITED DURATION EMPLOYEE discussion with HR Director
20. ROWE
21. Health Insurance (current employees and during potential lay-offs)
22. Pay equity
23. Sick leave
24. Budget impacts
25. Technology changes and resulting impact
26. Parenting leave policies and/or child care and elder care concerns
27. Work week schedules

28. Impact of possible legislation on workplace policies, conditions of employment or as needed by a change in law relative to the work of the County.

29. Impact of possible legislation involving the death penalty and/or Roe v. Wade.

30. Family Medical Leave Act

31. Environmental Health and Safety

32. ADA/Workers Compensation

33. Job CLASS flexibility/service integration and productivity (this could include the merging of certain job classes during the life of this agreement)

34. Employee automobile travel expense reimbursement procedures

35. Adequate resources, supplies and tools to support workers in a mobile and regionalized work environment for all staff at all work sites including but not limited to sanitizing wipes; paper towels; wrist rests; monitors; forms; MFD’s; phones; etc.

36. Respectful Workplace Internal Audit Team, process and utilization

37. Workloads and performance standards for employees who provide services to clients who use sign language or languages other than English. These discussions shall include the topic of adjusting workload or performance standards to accommodate any difficulties unique to this type of work.

38. HSR Onboarding

39. Workforce Development - County commits to a Meet and Confer process to begin early in 2016 to discuss HSR onboarding. The Asst. County Administrator will attend the first meeting. As part of this process, the parties will discuss the viability of a buddy-system to augment the onboarding system. The Union will provide input on potential buddies and the County understands that a buddy system, if agreed to, would need to result in some reduction of total workload for the assigned buddies. Additionally, there will be quarterly meet and confers with the larger Workforce Development team for the purpose of sharing information and progress.

Thank you,

Brian Olson, Member-at-Large

Hello siblings!

Are you aware that our contract allows for a monthly meeting between our Union and the Employer?

The meetings, which are held the first Thursday of every month, is our opportunity to discuss issues of concern for our members. This is also the venue where ideally Management would discuss any changes to workloads, working conditions, staffing changes, etc.

For more info on Meet and Confer please refer to Article 30 of the 2019-2021 contract.

Since taking over as 1st Vice President in May of 2018, Meet and Confer is one of my main responsibilities. During these past months I have had the pleasure of working alongside our 2nd Vice President as well as our Co-Chief Stewards. We pride ourselves for having a respectful and productive structure to this meeting, which has allowed for us to make some substantial gains and enjoy some wins !

Tamika Hannah, 1st Vice President

Apprenticeship programs for union jobs in the Building Trades

TRAINING & APPRENTICESHIP PROGRAMS IN BUILDING & CONSTRUCTION TRADES: (Check out constructioncareers.org to learn more about each Trade)

BOILERMAKERS LOCAL LODGE #647

Carey J. Kowalski
(763) 712-9930

BRICKLAYERS & ALLIED CRAFTWORKERS LOCAL UNION #1, MN & ND

www.bactraining.org and www.bac1mn-nd.org
Jayson Moore
(763) 404-8345

CARPENTERS TRAINING CENTER

www.northcountrycarpenter.org
Paul Trudeau, Aaron Hill
(651) 646-7337

CEMENT MASONS LOCAL #633

local633@mtn.org
Thomas Reger, Paul Farmer
(651) 783-8422

ELECTRICAL WORKERS LOCAL #110

Tim Grimm
(651) 772-8746

FLOOR COVERERS TRAINING CENTER

floors@tctraining.org
Ruben Stewart
(651) 221-1305

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL #292

Derrick L. Atkins
(763) 307-8580, Mobile (763)-498-2234

IBEW STATEWIDE LIMITED ENERGY ELECTRICIANS

Dave Dressler
(763) 571-5922

TWIN CITY GLAZIERS, ARCHITECTURAL METALS & GLASS WORKERS LOCAL #1324

bhagberg@iupat82.org
Brian Hagberg
(651) 379-9602

HEAT & FROST INSULATORS & ALLIED WORKERS LOCAL #34

Eric Houske
(651) 312-1249

IRON WORKERS LOCAL #512

iw512jac@msn.com
Tony Arneson (651) 489-3829
Larry Gilbertson (612) 508-3409

MINNESOTA LABORERS' APPRENTICE OFFICE

Dean Mills (651) 762-8235

LATHERS LOCAL #9190L

Leo Tomperi
(651) 209-3420

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL #49

Layne Johnson, Brian Aske, Steve Tuhy
(320) 384-7093

MN FINISHING TRADES (PAINTERS, WALL COVERS, DRYWALL)

Todd DeFrance
(651) 379-9604

PIPEFITTERS LOCAL #455

local455jatc.com
Bill Lombard
(651) 846-1641

PIPEFITTERS LOCAL #539

training539.com
Chad Birk
(612) 377-8432

TWIN CITIES PLASTERERS LOCAL #265

local633@mtn.org
Thomas Reger, Paul Farmer
(651) 783-8422

PLUMBERS LOCAL #15

Jack Hettwer
(612) 374-5262

ST. PAUL PLUMBERS & GASFITTERS LOCAL #34

plumberslocal34.org
Rick Gale
651-846-1389

ROOFERS LOCAL #96

apprentice@rooferslocal96.com
Andrew Richmond
(763) 230-7676

METRO AREA SHEET METAL WORKERS LOCAL UNION #10

Carl Zitzer
(651) 779-6264

SPRINKLER FITTERS LOCAL #417

Brad Hopping
(612) 781-5834

TEAMSTERS CONSTRUCTION DIVISION APPRENTICESHIP & TRAINING

George McMahon
(763) 754-7878

df:an opeiu#12 afl-cio

WORKING PARTNERSHIPS

FOR OTHER UNION JOB LISTINGS & INFO: WORKINGPARTNERSHIPS.ORG/UNIONJOBS

FOR OTHER UNION JOB LISTINGS & INFO: WORKINGPARTNERSHIPS.ORG/UNIONJOBS

February 6, 2019 General Assembly Highlights

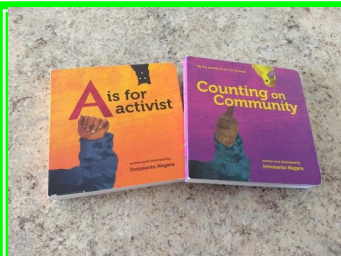
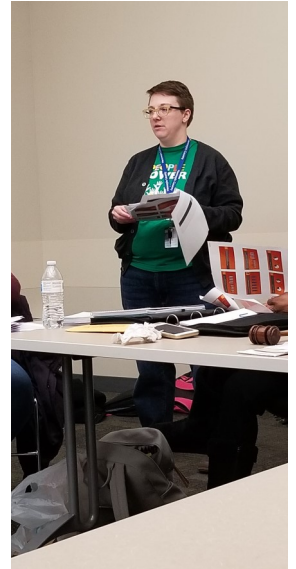
- ◆ Karla Schultz sworn in as our new steward



- ◆ Kate Black has been assigned to our local as our Council 5 Filed Representative. She now represents all six Hennepin County locals—34, 552, 1719, 2822, 2864 and 2938.
- ◆ Kim Schmitt presented an overview of the findings of the Antidiscrimination Committee from the statistics provided by Hennepin County to the committee. The plan is for the Committee to present the findings to County Administrator David Hough.
- ◆ First round of nominations taken for the 2019 officer and delegate elections—see page 4 for the current list of members nominated.
- ◆ Approved the 11/18 and 12/18 Treasurer reports
- ◆ Accepted the December 19, 2018 Executive Board minutes and approved the January 2, 2019 General Assembly minutes



- ◆ Update on EWS 45 day schedule grievance from Chief Stewards
- ◆ Motion approved to cover 1 day lost time and mileage for Grace Baltich, Tamika Hannah, Sametta Hill & Deb Konechne to attend the 1/18/19 Council 5 President's meeting
- ◆ Thank to Dawn Coburn-Paden for her service. She resigned as Member-at-Large. That seat will be filled with a special election at the 2/20/19 Executive Board meeting.
- ◆ **Motion approved to purchase table for eight at cost of \$675.00 for the Nellie Stone Johnson Scholarship dinner held March 21, 2019 at Doubletree Hotel in Bloomington, MN. Eight attendees will be elected/selected at the March 6, 2019 General Assembly.**
- ◆ **Motion approved to send up to four members to the CBTU (Coalition of Black Trade Unionists) convention held May 22 - 27, 2019 in Atlanta, Georgia. The local will cover 3 days lost time, per diem of \$66.00 for 5.5 days, hotel lodging for 5 nights (double occupancy—if you choose to have your own room, you pay for 1/2 the cost), airfare and registration of \$300.00/ person with election held at the March 6, 2019 General Assembly with cost of about \$8571.00 to the local. If elected you must pay the CBTU membership fee of \$30.00 prior to registration.**
- ◆ 55 members approved to attend the March 26, 2019 Day on the Hill with President Baltich authorized to approve up to our full complement of 100.
- ◆ Approved contribution of \$1000.00 to Minnesota Fair Trade Coalition
- ◆ Approved expending up to \$150.00 for dinner for the Antidiscrimination Committee to celebrate the end of their work.
- ◆ Approved expending up to \$150.00 for dinner for the Onboarding Committee to celebrate the end of their work.



Thank you

To AFSCME Local 34 for the great baby/kids board books. My two girls are enjoying them. They are really nice books, certainly Union made. I am so grateful

to be part of such an inclusive Union that advocates every day for workers' rights and community needs.

Thank you! Marcia Smeby

Dear Local 34,

With the holidays and my being off from having neck surgery, I am just now sending you and your gang a **thank you** for the holiday card.

Don't get those much anymore and it sure was thoughtful of you to send. I hope you all had lovely time off with family and friends.

In solidarity with my brothers and sisters of AFSCME – wishing you all a great 2019!

Lynne Larkin-Wright, AFL-CIO Community Services Liaison
St Paul Regional Labor Federation

March 2019

AFSCME LOVES TO COMMUNICATE!

Local 34 would love to make sure you are seeing all the information **you need** in your work place. Lets talk about how we can do that. At the General Assembly members decided on essential information union members should see on their boards. What we have so far is:

- Newsletter
- Weingarten rights
- No discrimination flyer
- Names of chief stewards and leadership how to contact them
- Current MAT action poster is- currently it is the EWS time off violation
- WINS!!-What we are doing right
- Date last updated and by whom 😊

West 12/15/18



We all take pride in what we do and if this is an area you want to help please contact MiKayla Handley.

We want the boards to remain an important way of communicating information at worksites. The goal is to ensure every board contains the essentials, plus worksite information specific to each worksite decided by the point people there.

If a board doesn't have someone who wants to maintain it we would like to know this too.

We are compiling a list of boards and locations. Feel free to take a picture and send it in. We also need to be mindful that the boards are shared by the locals and we all do better, when we all do better.

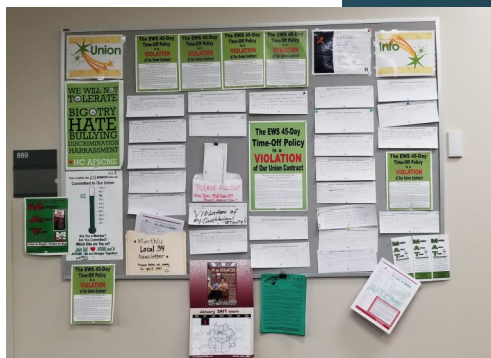
South 12/15/18



FJC 3rd Floor 2/13/19



South Sub 12/5/18



HSB 8 2/12/19

**Message of the Day—No Way to Govern
From February 15, 2019 AFL-CIO Labor
Wire**

“The scapegoating and political brinkmanship of the past few months is not the way to govern,” said AFL-CIO President Richard Trumka (UMWA) in the wake of Trump’s announcement. “From missed paychecks to economic uncertainty, more than 1 million hardworking federal employees and contractors have carried the burden of politicians’ mess.”

Instead of declaring a fake national emergency out of a manufactured immigration crisis, the White House should be working to secure desperately needed back pay for federal contract workers.

What’s more, if politicians were interested in fixing the country’s immigration system, they would advance commonsense reforms to:

- Keep families united.**
- Protect all workers’ rights.**
- Restrict temporary worker programs.**
- Provide a pathway to citizenship for recipients of temporary protected status and the Deferred Action for Childhood Arrivals program.**

From the February 5, 2019 AFL-CIO Labor Wire:

Over the past two years, the Trump administration has overseen a wide-ranging and deeply harmful assault on the rights, dignities and livelihoods of working people. Here are just a few of the president’s worst anti-worker actions:

- Denied a pay check to 40% of the federal workforce through the longest government shutdown in history.
- Jammed through massive corporate tax cuts on the backs of working people, encouraging further outsourcing and automation.
- Derailed the Department of Labor’s overtime rule, blocking millions of workers from receiving a pay raise.
- Proposed widespread cuts to health care, targeting critical funding for Medicare and Medicaid, as well as the health coverage of millions of Americans with pre-existing conditions.
- Undermined the new conflict of interest rule, potentially costing working people more than one-quarter of our retirement savings.
- Stacked the National Labor Relations Board with union-busting corporate lawyers.
- Made workplaces more dangerous by rolling back important federal safety regulations.

Kitchen Table Economics

40 million: The number of workers who would get a raise under a \$15 federal minimum wage.

1.5 million: The number of black women working in the public sector—the largest share of public workers.

\$11 billion: The government shutdown’s estimated cost to the U.S. economy.

\$3 billion: The amount of money the shutdown cost the economy that cannot be recovered.

\$2 billion: Estimated federal tax revenue lost due to the government shutdown.

25.8 million: The number of children who would benefit from closing the gender pay gap.

580,000: The estimated number of federal contractors who still haven’t received back pay from the government shutdown.

\$3 billion: How much ending TPS (temporary protected status—a program to help immigrants find a pathway to citizenship) would cost the U.S. economy.

March

Wed. the 6th - Local 34 General Assembly Meeting

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

Wed. the 20th - Local 34 Executive Board Meeting

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

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

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

April

Wed. the 3rd - Local 34 General Assembly Meeting

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

Mon. the 1st - ballots for contested 2019 officer & delegate seats are mailed to your home address. You have until **Mon. the 22nd** to return your ballot.

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

Delia Dilday

Shanaya Dungey

James Edin

William Fernow

Emily Frazier

Sarah Haigh

Tasheema Hopson

Janine Hudson

Caroline Malone

Watchen Marshall

Zachary Nagle

Tremayne Odom

Dawn Olmstead

David Paurus

Sheri Peterson

Jonathan Reeck

Shawnice Reid

Amorette Robeck

Alyssa Saby

Karla Schulz

Lindsay Schwab

Shakiya Shafer

Sean Watkins

Florence Williams

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

LOCAL 34 OFFICERS

President— Grace Baltich

First Vice President — Tamika Hannah

Second Vice President — Sametta Hill

Treasurer—Paul Madison

Secretary—David Yang

Membership Secretary— Deborah Konechne

Sergeant-At-Arms— Andrea Lazo-Rice

Senior Chief Steward— Kenneth W. Garnier

Junior Chief Steward— Remy Huerta-Stemper

Members-At-Large—

Angel Alexander

Yunuén Ávila

Aaron Gardner-Kocher

Bobbie Miller Thomas

Brian Olson

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

Trustees

Christina Eichorn

Kathy Kelly

Council 5 Field Representative

Kate Black



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

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

"Nothing in this world can take the place of persistence. Talent will not; nothing is more common than unsuccessful men with talent. Genius will not; unrewarded genius is almost a proverb. Education will not; the world is full of educated derelicts. Persistence and determination alone are omnipotent. The slogan "press on" has solved and always will solve the problems of the human race."

- Calvin Coolidge



@AFSCME

@AFSCMEMN5

March 2019