

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

In This Issue

- ◆ Page 1 Job classes, Time off for voting statutes
- ◆ Page 2 President's report, Vice President's report
- ◆ Page 3 MULP reports, Council 5 convention report
- ◆ Page 4 Bill of Rights for Union Members, Jerry Wurf Organizing Award
- ◆ Page 5 History Corner - Local 34 Editorial Policy
- ◆ Page 6 Who Are We? LTSS Assessors
- ◆ Page 7 Who Are We (con't), Open enrollment for 2019 reminder
- ◆ Page 8 2019 pay and benefit changes from Human Resou
- ◆ Page 9 Chief Steward report
- ◆ Page 10 Update on Council 5 endorsed candidates, Voting information
- ◆ Page 11 Union Plus mortgage program, State of the Unions podcast, Kitchen Table Economics (AFL-CIO), Upcoming dates,
- ◆ Page 12 Nuts & Bolts, Member Action Team request

Time off work to vote

100 million: The number of eligible voters who stayed home in 2016.

You have a right to take time off work to vote without losing your pay, personal leave, or vacation time.

Your employer must pay you for the time you need to vote, if it falls within your scheduled work time. Your employer cannot require you to use personal leave or vacation time (see Minnesota Statutes [204C.04](#) and [204C.08 subd. 1d](#)).

- Take only as much time as you need to vote and go to work.
- Your employer cannot directly or indirectly refuse, limit, or interfere with this right, including what time you choose to vote.
- Your employer can ask that you tell them when you will be gone, and ask that employees coordinate their absences to minimize workplace disruptions.
- You have the right to time off work to vote in all state and federal elections, and in all regularly scheduled local elections.

<https://www.sos.state.mn.us/elections-voting/election-day-voting/time-off-work-to-vote/>

Please give your supervisor notice of your intent to take time off for voting in order to provide for adequate work coverage on that day.

President's Report Nov. 2018

Sisters and Brothers:

Did you Vote? By the time this newsletter is printed and distributed, the election will be over. Every election, it seems, is the biggest election of our lives. For us here in Minnesota, this election will determine whether our Freedom to join together and negotiate a fair return for our hard days' work is protected. I truly hope we elect a Governor and a Legislature that will protect our Freedom to Organize. It will be vital that we participate in the legislative process in 2019 and hold our elected officials accountable. Make sure you mark your calendar for our AFSCME Day-on-the-Hill Tues 3/26/19 when we'll meet with our local legislators.

The Hennepin County Board of Commissioners agreed to our Negotiated Contract Tentative Agreement and our Negotiations Table Teams have now received the drafts of each of our AFSCME locals' contracts. We are in the process of proofing the contracts to ensure what we agreed to is written into the contract correctly and accurately reflects the nature of the agreements we made while in negotiations. Be on the lookout soon for notice that the agreement has been signed and how it will be made available to all members. Thank you again to our Table Team for all of your hard work and dedication!

Principles of Unity – What do you consider to be principles of inclusion and unity that we as a collective AFSCME local 34 should live by? What do you believe we should stand for as a Union? Our local 34 has two great members, Eve Lee and Brianne Carmichael, who have facilitation skills and experience and are willing to co-facilitate a workshop we're developing to define our AFSCME local 34's Principles of Unity. We're tentatively looking at hold the workshop in later January or February and would like your participation and input! Watch for details coming before the end of this year. Please send me an e-mail if you're interested in participating!

Mark your Calendars:

-AFSCME Council 5 Day-on-the-Hill Tues 3/26/19 @ RiverCentre – St Paul

-AFSCME Council 5 2019 Annual Convention 10/3/19 – 10/5/2019 @ DECC – Duluth, MN

Don't forget here at Hennepin County - 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



Vice President's Report –Tamika Hannah

Some of you may have heard rumors that our West Suburban Human Service Center will be closing. Although the county is exploring ways to decrease spending, the director of Human Services, Jodi Wentland, has assured us that this site will not be on the list to close. After a review of service usage, a decision was made to close the Eden Prairie satellite office by the end of November 2018. Some of the staff from this location will be reassigned to the West Hub.

Due to the budget shortage, the child care center at West was closed. Child care hours of operation were decreased at other Hub locations, as the usage study showed a decrease in use of those services.

The county will continue to conduct studies in order to learn if there are more efficient ways to staff our offices. This study is in its beginning stages and no recommendations have been made at this time.

We were concerned about this issue and wanted to address it immediately as rumors tend to break down morale, create fear about job security, as well as stir up unnecessary energy and emotions.

November 2018

I am thankful to my AFSCME family and LES for selecting me to attend MULP this year. We attended our first sessions at Rutgers resort about 2 hours away from the city. This was a great time to establish new relationships and build on existing ones. The topics covered in the first sessions included tough conversations about capitalism and the poor treatment of marginalized groups throughout labor history. I believe that this allowed people to connect labor and unions to real life struggles. I am hopeful that we will continue to build on the things that we learned. These tough and honest conversations will allow us to bring back information to our unions and make sure the mistakes of the past are not repeated.

Bobbie Miller Thomas



I found out about MULP about a year ago by a different coworker who had attended and told me that it was one of the best decisions she had done and immediately wanted to be part of it, but unfortunately it was too late for me to attend. However the opportunity presented itself again when our President Grace Baltich asked me if I was interested in attending MULP this year and I immediately said YES. I was very worried that I wouldn't be able to attend because the dates were very close to my son's first birthday and I would have hated to miss it, but we made it work and it was a great experience!

It was great being able to learn in detail about labor history and how unions

formed and for how long people have fought for equal rights. It was crazy! I am a huge history geek and knowing that we would be learning about union and labor history got me all excited. It was great sharing stories with other union brothers and sisters, being able to learn from their experiences, being able to learn about what is currently going on in their own union and local and being able to give an input in some things they can try.

I definitely made some connections on those 3 days, connections that I know will become helpful in the near future. I connected with several people and spoke about their own struggle and what defines and drives them to do what they do every day. Coming out from those initial 3 days learning about labor history, talking about sensitive subjects and being able to see everyone keep an open mind regardless of what they personally believe was great to experience. What that coworker told me a year ago is correct, MULP is definitely one of the best decisions I have made.

Julio C. Alarcon

**I AM
UNION**

Council 5 Convention September 2018

This was my fourth convention. Each one has been very different. The first one I attended was the Founding Convention for Council 14 on a very cold January day in ST. Paul. It was very exciting. The next one was at the Thunderbird Hotel which I think has been torn down but was located in Bloomington. All of the ballots were done on paper. Smoking was

allowed everywhere. The next convention was a Council 5 convention in Duluth about 15 years ago. This year will be my last convention as a full time employee as I will retire in early 2019 so if I am at convention it will be as a retiree.

It was very impressive to see so many union workers of all ages. There were many young workers which is good for Council 5. Many races were contested which also shows a high level of involvement. I attended a workshop on PERA which is very important to me because it is my pension that I will be using in the next 6-8 months. I also attended the workshop on implicit bias which was well done and did make you think but was not threatening. I thought the electronic/computer voting went quickly once the first glitch got worked out. There were many people working at the Convention as part of the different committees and Local 34 was well represented. The color guard made up of Corrections Officers was very moving and the officer who spoke about his colleague who had just died (Joe Parise) was very emotional. The hat was passed and \$4000 was raised above the money that was raised from the T Shirts that were being sold to raise money. The speeches by Governor Dayton and Tim Walz and Peggy Flanagan were excellent. They got everyone fired up. I saw the movie Norma Rae which I had not seen in many years there is still a great deal of truth to the movie. I would recommend going to a Convention of Council 5 so that you can see how the larger organization works. It is amazing to be in a large group of union workers. Thank you for allowing me to go as a Delegate.

Maggie Keating

**I AM A
UNION WORKER**

**That means I am part of an
organization that fights not
only for my benefit, but for
everyone's benefit.**

**UNIONS
set the standards!**

UNION SOLIDARITY 

November 2018

2018 Jerry Wurf Organizing Award

There's no secret to good organizing: It entails meeting with people, having conversations, and putting in time and effort.

The Organizing Advisory Committees at Hennepin Healthcare (HCMC) and Hennepin County did such a good job this past year, they won the Jerry Wurf Organizing Award at the Annual Convention. The Committees include HCMC Locals 2474 and 977; and Hennepin County Locals 34, 552, 1719, 2822, 2864 and 2938 (legal unit).

Local leaders, activists, members and staff worked collaboratively to find ways to grow together. They developed new relationships, and Locals learned how to better support each other. Members talked to non-union members, and reached outside their own comfort zones to talk to workers they didn't know.

But the hard work is worth it. HCMC added workers in multiple job titles including nuclear medicine techs, polysomnographic techs, child-birth educators, opticians and in grant administration. Hennepin County added workers in titles including specialists in community health or property management.

Person by person, relationship by relationship, these organizers are helping build our union.



Bill of Rights for Union Members

1. No person otherwise eligible for membership in this union shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, ethnicity, sex, age, sexual orientation, gender identity or expression, disability, immigration status, or political belief.
2. Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.
3. Members shall have the right to conduct the internal affairs of the union free from employer domination.
4. Members shall have the right to fair and democratic elections, at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.
5. Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.
6. Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not be limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers elected for that purpose or by independent auditors not otherwise connected with the union.
7. Members shall have the right to full participation, through discussion and vote, in the decision making processes of the union, and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.
8. Charges against a member or officer shall be specific and shall be only on grounds provided in this Constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.

History Corner

Did you know that Local 34 has an editorial policy? Most of us are probably unaware that one exists. Back in 2005 several officers of the Executive Board were tasked with creating a guideline for the Newsletter editor and Web Developer to use for their respective media formats. This was based on concerns members voiced about how they wanted to be seen and heard stating they took great pride in the work that they do – both their County work and their Union work - and wanted a positive image conveyed to others.

The following is the policy presented to the Local 34 Executive Board on June 15, 2005 and approved by that body:

LOCAL 34 EDITORIAL POLICY

This policy pertains to articles printed in the monthly newsletter and posted on the local's web site.

The purpose of the newsletter and the web site are to inform members about the affairs of the Union at the local, council, state and national level. A related purpose is to build solidarity within the Union in order to achieve the goals of the Union to improve the working lives of the members. Because both the newsletter and the web site are the public face of the Local to both our friends and foes nothing will appear in either publication which will hint at or allude to dissension or internal struggles within the local.

Every member of the local has the right to express his/her personal opinions, whether positive or negative towards the leaders of the local or the policies of the organization. It is the policy of the local that we express those opinions or feelings within the safety of our union family through private communication to the leadership and/or at general membership meetings.

Both the newsletter editor and the web master will use this policy as a guide when deciding which material to accept or reject for publication. Any disagreements between the editor, web master and those wishing to submit material will be referred to the Executive Board for final determination.

Who Are We?

What do MnCHOICES Annual Assessors and Re-Assessors do?

Assessors and re-assessors are social workers who work in the service area of Long Term Services and Supports (LTSS). *The LTSS service area provides both short term interventions and long term services for Vulnerable Adults and for children and adults with disabilities.* The role of annual assessor allows for building a trusting and working relationship with the person being assessed, his or her case manager, and those who formally or informally support the person. LTSS partners and collaborates with the community and with other agencies to:

- Create opportunities for people to make informed choices on where and how they live their lives.
- Provide linkages and resources for people throughout the human services system in Hennepin County
- Administer federal and state programs on behalf of people with disabilities and seniors.

Assessors and re-assessors are required to go through a certification process with the Minnesota Department of Human Services to become Certified Assessors and must renew this certification every three years. As Certified Assessors we are charged with providing comprehensive assessment for frail seniors and individuals with disabilities, including: physical disability, complex medical, mental health, developmental disabilities and those with brain injuries. Because we serve such a variety of people, we take part in a multi-disciplinary long-term care consultation team. This team includes professional such as public health nurses, social workers, brain injury specialists, and others.

Certified assessors need to have a common set of skills and knowledge in best practices and use person-centered principles. Training and certification helps ensure consistency across assessments for long-term services and supports. Certified assessor training also supports the opportunity for equal access to services statewide. We utilize MnCHOICES, a web-based application developed by DHS and utilized state-wide that is comprehensive and integrates assessment and support planning for Minnesotans who need long-term services and supports. MnCHOICES embraces a person-centered approach to ensure services meet each person's strengths, goals, preferences and

assessed needs. The MnCHOICES tool allows for a comprehensive assessment of an individual. MnCHOICES allows the certified assessor to determine a person's eligibility for all programs and or state plan PCA (Personal Care Attendant) regardless of the assessor's area of specialty.

In LTSS there are a total of 256 assessors. This includes Social Workers and Public Health nurses who are DD Annual Assessors, LTC Annual Assessors, and Initial Assessors. Initial Assessors conduct the very first MnCHOICES assessment an individual receives through Hennepin County. Long-term Care Consultants (LTC) Annual Assessors assist individuals with brain injury, complex medical needs, mental health and also seniors. Assessors in Developmental Disabilities focus specifically on individuals with intellectual disabilities and related conditions such as cerebral palsy or Autism.

All assessors complete an assessment, determine the individual's eligibility for certain State and Medicaid reimbursed programs, and then complete a Community Support Plan (CSP). Individuals' assessments have to be completed by a county assessor annually, when there is a change in condition, or change in program eligibility. The programs we administer assist an individual to live, work and receive services in the most integrated setting which is one that enables seniors and individuals with disabilities to interact with non-disabled persons to the fullest extent obtainable. Our services help people with disabilities live in their communities as independently as possible.

The Community Support Plan (CSP) that assessors develop with the individual includes the person's strengths and needs and delineates what is important "to" the person and important "for" the person. In this plan we work with the person to identify and write person centered goals. Being person centered is a shift away from the medical model so we use the person's name and the person's own words and avoid labels and professional jargon. This is a sharing "power with" instead of "power over" approach and conveys supporting instead of fixing. Person centered planning also allows for the "dignity of risk", or the adult individual's right to make an informed choice to experience life. Every person needs enough control within their lives to choose what they value and reject what they do not.

(continued on page 7)

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The assessments conducted by assessors provide several benefits to the people we serve such as:

- Helping the person better understand his or her support needs and how to get services to meet those needs.
- Enabling the person stay at home or move home from a hospital, nursing home or other institution.
- If a person qualifies for publicly funded programs, helping them to access programs such as Medical Assistance home and community-based waiver services, personal care assistance and other long-term services and supports.
- If the person does not qualify for publicly funded programs, helping them learn about and have help accessing other support options.
- Promoting equal access to services across populations and geographic areas
- Replacing multiple assessments for different programs
- Reducing paperwork
- Helping with support planning
- Promoting statewide quality measurement.

The most important part of our job is to have our assessments reflect that we understand, respect and honor the things each person thinks are important. Person-centered practices are essential to this effort. Person-centered practices are flexible and adaptable. They encourage informed choice and creativity. We use person-centered practices because they increase people's quality of life. The focus is on people NOT programs. As assessors and re-assessors we need to listen to each person's story and listen for values in stated wants, articulate the life the person seeks to live, and determine assessed needs. We use our professional skills to dig deeper to listen for each person's hopes and dreams and experiences and perceptions.

"There is no greater disability in society, than the inability to see a person as more." Robert M. Hensel

Debbie Rocco, Senior Social Worker
LTSS DD Assessor

Open Enrollment for our health care benefits takes place November 5 - 19, 2018

Benefits open enrollment is when employees may:

- Change health insurance plans
- Add or drop health, dental or vision coverage for themselves and/or their dependents
- Enroll in flexible spending accounts for health care, dependent care, adoption assistance and parking reimbursement
- Enroll in vacation/PTO cash out program

What's changing for 2019:

- Health insurance premiums
- Health plan tiers
- Requirements and date change for vacation/PTO cash out program
- Requirement to enroll annually in pre-tax parking reimbursement

What should you do now:

- Review your current benefit choices to make sure they meet your needs for 2019.
- Review 2019 comparison charts with and without health incentive
 - [With health incentive](#)
 - [Without health incentive](#)
- Review your out-of-pocket expenses and consider enrolling in a flexible spending account. Remember, even if you are enrolled in 2018, you must re-enroll for 2019.
- Check the status of your dependents and complete the [verification process](#), if needed.

Want an I AM UNION sign?

If you'd like to print this great logo to proudly hang in your office or home, you can find the PDF here: <http://afscmemn.org/iAMunion>.



From the October 31, 2018 email from Michael Rossman, Chief Human Resources Officer

Hennepin County staff,

Hennepin County is changing some aspects of your pay and benefits. These changes affect non-union employees and union employees with settled 2019-2021 contracts.

Please review the specific information so you can make informed financial choices during open enrollment, which begins November 5.

2019 pay and benefits changes

Hennepin County is changing some aspects of pay and benefits. These changes affect non-union employees and union employees with settled 2019-2021 contracts.

Compensation changes will go into effect on January 6. Benefits changes will go into effect on January 1 and will be reflected in your January 6 paycheck.

Compensation

Compensation changes will take place on January 6, 2019.

Annual pay increases

- Hennepin County is moving from pay steps to open salary ranges with regular annual salary increases. Instead of moving to the "next step", employees will receive a standard percentage increase. Beginning in 2019, the standard annual increase for employees will be 3%.
- Employees will receive a 3% pay increase when completing probation or receiving a performance review with a "valued" or "strategic performer" rating if they are not at the top of the range.
- When an employee is promoted, they will also typically receive a 3% pay increase.

General salary adjustment

The following general salary adjustment(s) will go into effect for all employees in January of each calendar year:

- January 6, 2019 = 2.5%
- January 5, 2020 = 2.5%
- January 3, 2021 = 2%

Benefits:

Benefits changes will go into effect on January 1 and will be reflected in your January 6 paycheck.

Disability insurance

Employees will no longer pay for short- or long-term disability through deductions in sick leave or PTO accruals.

Short-term disability – employees will pay premiums via a cash deduction from their paycheck.

Long-term disability – the county will pay the premium for this benefit.

Depending on the plan an employee has selected, they may accrue two to three more days of time off each year.

Transit benefits

The county's contribution for employee Metro Pass and Go To Cards will increase from 40% to 50%.

Life insurance

Basic life insurance will increase from \$30,000 to \$50,000.

Dental insurance

With some exceptions, the county will pay 40% of the dental premium for county employees who have county dental insurance. Exceptions are:

- Union employees offered Delta Dental who enroll in HealthPartners dental (AFSCME Local 34, AFSCME Local 1719 and AFSCME Local 2822)
- Union employees in IUOE Local 49
- Union employees in MN Public Employees Association

Our [HR Service Center staff](https://hconnect.hennepin.us/HR/Pages/HR-Service-Center.aspx) (<https://hconnect.hennepin.us/HR/Pages/HR-Service-Center.aspx>) are always available to answer any specific questions you may have about pay and benefits. Feel free to contact them directly at HR.ServiceCenter@hennepin.us or 612-348-7855.

Thank you,
Michael Rossman, Chief Human Resources Officer

On 10/24, Local 34 sent 10 of our members who had indicated interest in working on our internal arbitration review team to a Labor Law & Labor Arbitration Institute conference at the Minneapolis Convention Center. There were Stewards, Business Agents, Field Representatives, Professional Arbiters, Union Staff, and Management Staff all present to learn from Nationally recognized experts. There were subject matter experts who presented on their own research and panel discussions where cases were presented for the panel to decide on. While many grievances don't make it all the way to an arbitration, I felt it was important to share a few of the more significant and useful points made at the conference.

On FMLA

To be eligible for FMLA you must have worked for 1 year and 1,250 hours with the organization. The 1 year does not need to have been continuous and may in fact be a mix of different timeframes (eg. working 3 months in 2015 and 9 in 2018) however, the 1,250 hours must have been worked in the prior 12 months. Management may require you to recertify your condition every 30 days even if you are not in the office. Mailing you the paperwork is sufficient for them to require updated documentation. You may be transferred to a position where intermittent leave has less of an impact on the work as long as your pay and benefits remain the same.

On Contract Language

Language is and always will be open for interpretation. What can dictate a decision is not solely the words but the intent, based on discussions during negotiations, and the past practice.

On Discipline & Dismissal

Insubordination is never okay. The rule across the board is to follow the instructions of your supervisor and do the work now and grieve it later. Management has the right to be wrong. Arguing or challenging a directive is never viewed kindly.

On Evidence

Evidence acquired after the discipline may be considered irrelevant and not allowed but it could be used to determine the remedy (outcome) so it is not off the table.

Expert witnesses are very helpful.

Any witness available should be introduced in person for cross examination rather than just submitting a written statement as it could be considered hearsay.

Business records are considered acceptable evidence and not hearsay.

The 7 Tests of Just Cause

The following are a basic outline of what an arbitration judge may use to consider the merits of a case.

Was there a rule in place and did the employee know about the rule?

Was the rule broken or violated?

Was there a thorough investigation of the alleged violation?

Was the investigation fair and objective?

Did the investigation show substantial and compelling evidence or proof of the employee's guilt?

Has the rule been applied equally to other employees?

Was the discipline appropriate to the violation (ie. Did the punishment fit the crime)?

In attendance: Kenneth W. Garnier, Sarah Haigh, Paul Madison, Dave Paurus, Lindsay Schwab, Amorette Robeck, Brian Olson, David Yang, Kevin Chavis, and Remy Huerta-Stemper.

If you have follow up questions on any of this, please reach out to those of us who attended this conference. If you need help on anything else or need Union representation, as always please contact Kenneth W. Garnier and myself for assistance.

Remy Huerta-Stemper, Chief Steward



ISSUES MATTER. VOTE UNION.

Not sure where to vote?
<https://pollfinder.sos.state.mn.us/>

Did you know...?
As long as you're in line by 8 p.m., you can vote, even if you do not reach the front of the line until after 8 p.m.

1,400-plus: The number of union members running for office in 2018.

Additional AFSCME Council 5 Endorsed Candidates

- District 16B: Mindy Kimmel
- District 17A: Lyle Koenen
- District 17B: Anita Flowe
- District 18A: Justin Vold



- District 48A: Laurie Pryor
- District 60B: Mohamud Noor
- District 62A: Hodan Hassan
- District 62B: Aisha Gomez

Crystal City races

- City Council: Therese Kiser
- City Council: Brendon Banks
- City Council: David Cummings

Eden Prairie race

- Mayor: Ron Case

Do I need to bring ID?

Whether you need to bring ID to the polls depends on if you need to register at the polling place or not.

If your voter registration is current and active, you do not need to bring identification. This means you were successfully registered at least 21 days before Election Day and you have not moved or changed names since then.

If you need to register or update your registration, or you have not voted in four years or more, you will need to show **proof of residence** before you vote.

Voting hours

State and federal elections

7 a.m.* - 8 p.m.

*In state and federal elections, towns with less than 500 registered voters are not required to open until 10 a.m. but most choose to open at 7 a.m.

City, town and school-only elections

7 a.m.* - 8 p.m.

*In elections that are only for cities, towns, and/or school districts, polling places located in the metropolitan area do not have to open until 10 a.m. Those outside the metropolitan area do not have to open until 5 p.m. However, most choose to open at 7 a.m.

The metropolitan area is defined as the counties of Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Ramsey, Scott, Sherburne, Washington, and Wright.

Kitchen Table Economics from the AFL-CIO Labor Wire

22 million: The number of Americans lifted from poverty because of Social Security.

38: The number of states, plus Washington, D.C., that allow some form of early voting.

76%: The percentage of new union members under the age of 35.

More than 850,000: U.S. jobs shipped overseas under NAFTA between 1993 and 2013.

\$231: Union women earn this much more a week compared to nonunion women.



Home Financing Benefits You Can't Find Anywhere Else

Owning a home is a big decision and a personal one. Arming yourself with the facts about your first or next home is a big step in the process. The Union Plus® Mortgage program – with financing provided by Wells Fargo Home Mortgage – is here to help you understand what makes sense for you, overcome obstacles to homeownership, such as limited savings or a modest income, and find the home financing that meets your needs.

When you finance your home with Wells Fargo, we'll send you a My Mortgage GiftSM award after closing — \$500 for buying a home, or \$300 for refinancing your home – for use at participating retailers.¹ In addition — Union Plus provides the following benefits to eligible members who participate in the mortgage program:

Mortgage payment assistance. In the event you experience an unexpected loss of income, Union Plus provides interest-free Mortgage Assistance loans to eligible union members and their parents and children. If approved for a Mortgage Assistance loan, you will also receive a \$1,000 grant paid directly to you². Learn more at [Union Plus Assistance](#).

Veteran's Grant. Qualifying union member veterans can also complete an application with Union Plus within 90 days of closing on a new primary home purchase through the program. If approved, a \$1,000 Mortgage Veteran's Grant will be paid to you³. Terms and restrictions may apply. Visit [Union Plus](#) for more information. Parents, children and spouse (or domestic partner) of union members are eligible for select benefits as well.

Call 1-866-802-7312 for more information

One in four Americans listen to podcasts on a monthly basis. "[State of the Unions](#)" will capture the stories of workers across the country. It's hosted by two young and diverse members of the AFL-CIO team: Political Mobilization Director Julie Greene and Executive Speechwriter Tim Schlittner. A new episode will drop every other Wednesday featuring interesting interviews with workers and our allies across the country, as well as compelling insights from the podcast's hosts.

The upcoming schedule is as follows:

Wednesday, Oct. 31: Mayor Dahlia Vertreese (IUOE) of Hillside, New Jersey;

Wednesday, Nov. 14: Post-election recap and analysis.

"[State of the Unions](#)" is available on iTunes, Google Play, Stitcher and anywhere else you can find podcasts.

**Welcome to new stewards!!!
Janine Hudson, Shakiya Shafer and Alyssa Saby!**



November

Tues. the 6th - General Election

7:00 AM - 8:00 PM - at a voting site near you. Exercise your power and vote!

Wed. the 7th - Local 34 General Assembly Meeting

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

Wed. the 21st - Local 34 Executive Board Meeting

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

December

Wed. the 5th - Local 34 General Assembly Meeting

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

Wed. the 12th - Minneapolis and St. Paul Regional Labor Federation meetings

Wed. the 19th - Local 34 Executive Board Meeting

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

November 2018

Nuts and Bolts

A brief guide to your Local 34

STEWARDS

Jamoda Acevedo
Brenda Blaisdell
Julio Blee Alarcon
Teisha Broomfield
Jacqueline Coleman
Solange Davis-Rivera
Delia Dilday
Shanaya Dungey
Cassandra Dutrieuille
James Edin
William Fernow
Emily Frazier
Sarah Haigh
Tasheema Hopson
Janine Hudson
Caroline Malone
Watchen Marshall
Thomas Moore

Zachary Nagle
Dawn Olmstead
David Paurus
Sheri Peterson
Rita Phelps
Jonathan Reeck
Shawnice Reid
Amorette Robeck
Alyssa Saby
Karla Schulz
Lindsay Schwab
Shakiya Shafer
Sean Watkins
Florence Williams

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

LOCAL 34 OFFICERS

President— Grace Baltich

First Vice President — Tamika Hannah

Second Vice President — Sametta Hill

Treasurer—Paul Madison

Secretary—David Yang

Membership Secretary— Deborah Konechne

Sergeant-At-Arms— Andrea Lazo-Rice

Senior Chief Steward— Kenneth W. Garnier

Junior Chief Steward— Remy Huerta-Stemper

Members-At-Large—

Angel Alexander

Yunuén Ávila

Dawn Coburn-Paden

Aaron Gardner-Kocher

Bobbie Miller Thomas

Brian Olson



AFSCME

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](mailto:Amanda.Abell) for an invite

The Member Action Team NEEDS YOU!

Are you a great communicator? Are you looking for ways to get involved? Do your peers consider you to be a leader? If you answered yes to these questions please consider joining the MAT Team.

The MAT team is our primary source of getting out information to members timely. If you want to help spread information and can commit to attending our quarterly meetings please let me know.

**Bobbie Miller Thomas
MAT Coordinator**

Work email bobbie.millerthomas@hennepin.us



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