

# THE LOCAL 34 BANNER

## Who's in Local 34?

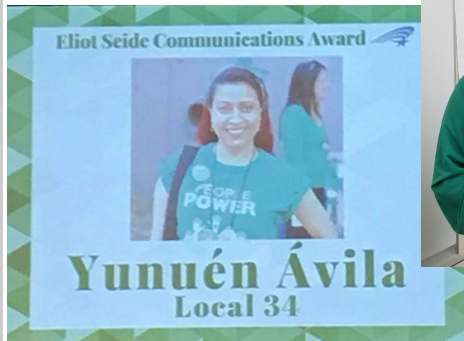
### Job Classifications Covered by Our Contract

- ◆ Case Management Assistants
- ◆ Community Health Specialists
- ◆ Chemical Clinical Health Specialists
- ◆ Child Protection Social Workers
- ◆ Child Support Officers
- ◆ Clinical Nursing Specialists
- ◆ Community Health Workers
- ◆ Corrections Counselors
- ◆ Dental Assistants and Hygienists
- ◆ Financial Case Aides
- ◆ Health Care Assistants
- ◆ Health Care Quality Improvement Specialists
- ◆ HHS Medical Services Coordinator
- ◆ Human Services Representatives
- ◆ Interpreters
- ◆ Licensed Practical Nurses
- ◆ Medical Assistants
- ◆ Medical Examiner Investigator Assistants
- ◆ Medical Examiner Technicians
- ◆ Psychiatric Social Workers
- ◆ Psychologists and Clinical Psychologists
- ◆ Public Health Nurses
- ◆ Record Information Specialists
- ◆ Sentencing To Serve Crew Leaders
- ◆ Social Workers and Senior Social Workers
- ◆ Special Programs Counselors
- ◆ Sterile Processing Technicians
- ◆ Training Specialists
- ◆ Veterans Service Representatives
- ◆ Volunteer Coordinators
- ◆ WIC Public Health Nutritionists

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Our very own **Yunuén Avila** was awarded the Eliot Seide Communications Volunteer Award by Council 5. **Congratulations Yunuén!!!**



## Understanding the Process

Brought to You by Your Co-Chief Stewards Kenneth W. Garnier and Remy K. Huerta-Stemper

Find the AFSCME FF Social Services 2016-2018 Contract at <https://afscmelocal34.org/wp/our-union/contract/>

If you have ever had an investigation or issue while working for Hennepin County you may have heard about grievances, stewards, and arbitration. But what exactly do all of these things mean? This month, we will cover some basic information on the process that our Union and our employer have in place to hear issues and to try to resolve them.

Okay, so an issue arises at work and your supervisor calls you in for an investigatory meeting. If you are not sure if you could get into trouble you should ask “can this meeting lead to discipline or any change in my working conditions?” And if the answer is yes, GET A STEWARD TO YOUR MEETING IMMEDIATELY. Within a couple of weeks after your meeting, you should hear from your supervisor about the outcome. It might be a situation that was answered in your meeting and doesn’t need to be acted on, which is ideal. But, it might be that you are issued a discipline.

Disciplines are typically issued in the following order: Oral Reprimand, Written Reprimand, Suspension, Discharge or Disciplinary Demotion. If a discipline is issued and you don’t agree with it or feel that it is unfair, we can help you challenge it. That is where a Grievance comes into play.

A grievance can be “informal” which is simply a meeting between you (the grievant), a steward, your supervisor, and a notetaker for your supervisor, which can address specific issues that you may just need some support discussing with your management. The other grievance is considered a “formal” grievance which goes above your supervisor. These are meetings held with the grievant, a steward, a representative from Labor Relations (who are the legal advocates for management), and a hearing officer who is typically a member of management from a different business line from your own. This meeting is your chance to present your side of the story to members of management not directly involved.

Outcomes from formal grievances are expected to be given within 14 days. If at this point no resolution was achieved and your discipline is upheld, we will discuss the option of taking the issue to arbitration. Arbitration is a process which allows for the Union and the County to come to the table and argue their side of a situation before a paid neutral third party. It can take months to find an arbitrator to hear the grievance and longer still to get it scheduled but the outcome is considered legally binding.

Want to know more? Consider joining us at the next Steward Quarterly Training November 13<sup>th</sup>. Contact Remy K. Huerta-Stemper or Kenneth W. Garnier for details.



Our Council 5 representative, Jolene Catudio, administered the oath of office to five of our new Local 34 Stewards at the October 3, 2018 General Assembly:

Dawn Olmstead  
Jonathan Reeck  
Solange Davis-Rivera  
Amorette Robeck  
Zachary Nagle

### Discussion gets things done!

Following multiple conversations including a Meet & Confer between AFSCME and Management, staff with a remaining balance of Apex hours labeled “Holiday” will be seeing those hours paid out this year on the Oct. 19<sup>th</sup> paycheck. If you have any concerns regarding this or any other leave balances and use of paid time off, please contact a steward.

Congratulations to all!!! Thank you for the work that you will do on behalf of our Local 34 members.

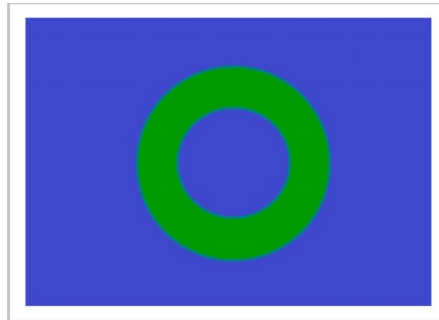
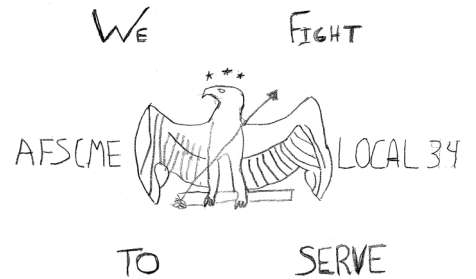
October 2018

# Local 34 Banner Contest

## Winning Design Used for the New Banner



## Other Designs submitted



# Council 5 Convention

## AFSCME District 5 convention

Deb Konechne encouraged me to attend the District 5 convention Th/Fri/Sat Sept 27 -29. A big thanks to her for the invite, because I really enjoyed the whole event from beginning to end. The meeting rooms were filled with union members excited to be there. We discussed issues pertinent to our jobs and unions in general; we discussed the political environment and attitudes towards labor unions and working people; we discussed how to make a difference in the workplace and in our communities. An address by Governor Dayton and the DFL gubernatorial candidate Tim Walz as well as lieutenant governor candidate Peggy Flanagan highlighted the conference inspiring multiple standing ovations and hope for workers, union or otherwise, in the upcoming fall elections.

Dennis Dyce, Local 34, CMA/ Office of Multicultural Services

This was my first time attending the AFSCME Council 5 Convention. It was quite the learning experience. I got to see firsthand how the election process works, and be a part of the process itself as a delegate. I also attended two workshops offered at the Convention. I attended the Grievances workshop and the Implicit Bias workshop. I found the Implicit Bias workshop to be extremely informative and eye-opening. I learned ways to identify and combat implicit bias in work and life. I would recommend any Union member interested in how the Union works, or wanting to feel a bigger connection to the AFSCME Union as a whole to attend! I also feel closer to my fellow Local 34 attendees, and am fired up for the Union going forward even more than I was before attending! Thank you for allowing me to be a part of this great Union!

Amorette Robeck, Steward and HSR Sr for Local 34.



Hello.

This year was my first year attending this convention and, actually, any convention put on by AFSCME. The first day was extremely motivational listening to Lee talk about the union and how strong we are. His way of rallying us up was excellent. There is a lot to take away from that alone. Our numbers rising and our union growing stronger is so promising. Casting votes and listening to what each nominee had to say was nice as well. I was, however, disappointed that we got stuck there till after 7:00 because the printers for the ballots was not working.



Day 2 was great, as well. We had the opportunity to hear from Mark Dayton for one of his last speeches. This will be the last one that he does for AFSCME since his term is coming to an end. He made a lot of good points and more-so the point to get out and vote and what it would mean for our state if we don't. We also had the opportunity to attend a couple of break out sessions, which was nice. I went to one on technology and reaching people by utilizing it and we learned that the union has a team app, which sounds great and easy to share information with friends and family. My second session was on grievances and, although we didn't cover much because of all of the topics we discussed, it was interesting to see how the storming in on the boss can look. We got stuck on issues happening throughout the county and sharing ideas with each other on how to tackle them. We finished the day finding out who the elected union leaders would be. I was sad to miss Saturdays part of the convention but I was so happy to have been part of it at all. Thank you AFSCME!

Aimee Wimberly

## My thoughts as a first time attendee at the Council 5 convention:

In these very difficult and troubling times in our country, I felt lifted up and empowered by attending the Council 5 convention. It's just what my spirit needed.

The ideals that our unions are working and striving for are so just and good. Being among like-minded people brought me hope. Furthermore, I gained some keen insights in the workshops that I attended.

Thank you for the making it possible for me to attend this convention.  
In Solidarity,  
Vicki Silberman

### Getting Sequestered While Doing What You Love

Wow-ee, what a convention! Just when you think you know what to expect (and what is expected of you), the rug gets pulled from underneath you, but in a good way. As someone who has been active in our union for about 3 ½ years, it's refreshing to still be considered a newbie every now and then.

Every two years, AFSCME Council 5 holds elections for our executive board. This year, I had the distinct honor of serving on the Elections Committee. There I was, voluntold to be on this committee, and I'm thinking that I have a good grasp of what I need to do. I hope you all enjoyed the laughter the universe was having at my expense, because serving on the Elections Committee was a wild ride, one I hope to sign up for again in years to come. The Elections Committee is the crew of folks who run the elections. Sounds simple right? Eh. We are responsible for ensuring that all of the AFSCME delegates are given fair and correct ballots, are informed of how to vote, and we ensure that the results of the election are actually representative of those ballots. Let me break it down for you:

Each ballot is worth a specific number of votes. The delegates who come to convention are representatives of their local, and thus, their votes are weighted based on their local's membership. So, in a local of 100 people, if there is only one delegate from that local, that person's ballot is worth 100 votes (for each person in their local).

We want to make sure that we are being efficient with our time. We have a third party company come in with fancy computers to count our ballots (they do a lot more, of course) but computers don't always catch everything. We go through ballots that triggered something in the computer to make sure that votes are being counted as they were case. In this convention's elections, we went through over half the total ballots (all of the ballots for one particular race), because the results WERE THAT CLOSE that each vote really and truly mattered. When we finished, the race was even closer than it was before.

Finally, because this is sensitive and exciting information, the elections committee is sequestered from the time voting starts until the results are posted. We had an escort to go to the bathroom. I felt like royalty. Thursday night, we were held up for almost 6 hours.

Why would we volunteer to do this? I got to smile at so many of my AFSCME family, and meet people who stand with us in solidarity from all across the state. I got to spend time with the other members on the elections committee (shout out to David Yang for being stuck with me the whole time). I hope this de-mystifies elections for you, and encourages you to participate. In speaking with a first-timer, I reminded myself of solid advice we have all heard. Do what you love, you will never work a day in your life. If you are feeling discouraged or are overwhelmed, come back to what you love. We have something that needs doing that matches it, I guarantee it.

Christina Eichorn



Wow!  
This was an amazing opportunity. Over the last two years I have gained a wealth of



knowledge regarding our local and how we operate. This convention took it up a notch for me. To be able to see the way Council 5 operates and learn more about their executive board, has increased my knowledge and will help me be a better union leader. It was a great experience to fellowship with my local brothers and sisters as well as those from other locals.

Bobbie Miller Thomas



The Council 5 Convention I attended in 2017 was eye opening, interesting, sometimes cringing, but overall was a very good experience. It provided me with other perspectives, information, and a better where we are as a Union, and ideas where we would or might go. I learned a lot from going to this Convention. My main focus as a Union Member, Steward, Member At Large of Local 34 has always been Worker Rights. Listening to the speakers talk about Worker Rights for employees throughout the State of MN was energizing and empowering for me to continue my own journey in Hennepin County for Worker Rights. I look forward to the Convention again this year and anticipate another wonderful experience!

In solidarity, Brian D Olson



This convention was an awesome one!

Do you know why?

Because, not only did I get to attend the very informative workshops: Collective Action & New Member Orientation, but around this time, I attended my 1<sup>st</sup> Convention: 13<sup>th</sup> Annual AFSCME Convention in Duluth! During Onboarding, I did my best to hide from the Union leaders & members for 1 whole year.

When I 1<sup>st</sup> heard about the convention through: Julio, Abby, & Jack, I decided to check out what all the fuss was about - after all, all expenses were paid for & there was food! Who can turn that down?! I'll be honest, I saw the Convention as a "mini-vacay", but during the Convention, I WAS STUNNED. The sea of green, the unity, the power, the strength, the fierceness, the bravery! I WANTED IN! It was no longer a "mini-vacay", but in fact, a commitment I had made to myself & my new Union Siblings. My journey began there. Our now President from Local 34, Grace Baltich, taught me the importance of signing a M.O.M. card for P.E.O.P.L.E. Our former President, Jean Diederich, who is still very knowledgeable & admirable can rock the heck out of that green hair! For the longest, I debated to dye my hair green (I think I'll let her have the spotlight on the green hair & I'll continue to rock the red! Hee hee hee!). I officially met Deb Konechne for the 1<sup>st</sup> time during the convention, & ever since then, she has held my hand for 1 year straight: guiding, teaching, & mentoring me of the insides of our Union. I've been truly blessed to have such incredible & loving Union Siblings. If it wasn't for God & them, I wouldn't be where I am now. A lot has happened in 1 year & I honestly can't believe time flew! I'm our Local's Member-at-Large, I spoke at the March for Immigrant Families, & I won an Award from Council 5! WHAAA?!?!?! This can't be real! I must be dreaming! PLEASE DON'T WAKE ME UP! HA HA HA! Anyway, I'll end it here by saying that EACH & EVERY ONE OF YOU IS AN EXTRAORDINARY & INCREDIBLE INDIVIDUAL! It doesn't matter where you are or what you do, if it wasn't for YOU, Hennepin County wouldn't function properly. YOU is what makes Hennepin County Work! WE are who makes Hennepin County GREAT. Keep it up, Brothers & Sisters! We are extremely blessed to have you part of the GREEN MACHINE!

With much love & Solidarity, **Yunuén**



2018 Convention

This was my second year attending the convention. It was interesting to see the difference between the one in Duluth last year and the one here in Minneapolis this year. It is a great opportunity for members to meet other members and see what locals outside of ours have been working on and how they work together. I received some great ideas to share with our union members to see what their thoughts are. There are a few things I learned that I think our organization can work on.

Thank you,  
Amy Kelvie



The Value of Attending the AFSCME Council 5 Conference

I appreciate the opportunity to attend the AFSCME annual Council 5 conference because not only is it a good time for me to connect with other union members, but I have been able to gain an holistic understanding of how valuable union membership is and how the union works for all. In attending Union activities, I've

been able to truly see the value of how being a union member can help not only my family but my community and even people in non-union job roles. Unions have paved the way for improvements in safe working conditions on job sites and improving benefits for employees so they can have more meaningful daily lives for themselves and their families. My biggest takeaway from this year's conference has been the point that "if you are here for you you're here for the wrong reason, the union is here to support everyone" by creating equity standards and fair labor practices. I also enjoyed having the opportunity to meet with Tim Walz for a personal conversation, before he spoke to the delegation members. I am grateful for the opportunities provided from Local 34 to be able to participate and engage in union activities like this conference.

Thank you for sending me this year.  
Marcia Smeby



It was a unique experience for me since I've never been to a union convention! I had no idea of what to expect and everything was new to me.

All the information I did receive is STILL sinking in! One of the hi lights was listening to Lee Saunders speak. When he spoke, the was electricity in the room! He knows how to capture you and pull you in! Definitely a motivator! Just being there and seeing everyone pull together as one was another hi light!

Lets' also not forget... You Jean! Your powerful voice made everyone sit up and take notice that you don't back down from a challenge and you're there to help!  
Leslie Howard

# Who Are We?

## What do Adult Protection investigators do?

Adult Protection provides intensive social work services under limited supervision. We assess reports of abuse, neglect and financial exploitation where Vulnerable Adults are believed to be in imminent danger – sometimes life threatening.

Vulnerable Adults can be tricky to spot– they can be 18 to over 100 years old and the Adult Protection worker has to do extra analysis and have the skills to determine if the client is a vulnerable adult. Our Vulnerable Adult's age 18 and up have been maltreated and are in need of involuntary protective intervention to bring safety to their lives. We in Adult Protection have to assess the risk to the Vulnerable Adult and determine effective interventions to eliminate the harm while doing our investigation of the abuse, neglect, financial exploitation and putting in emergency protective services when needed as required by the Vulnerable Adult statute, MN 626.557.

Our Vulnerable Adults have a variety of disabilities. We are working directly with the Vulnerable Adult and often their families. Adult Protection workers have to have enhanced skills, knowledge and abilities because our target population is so broad. Adult Protection clients have a wide range of disabilities – Traumatic Brain Injuries, Developmental Disabilities, Chemical Dependency –opioid addiction, Mental Illness, cognitive dysfunction and the frail elderly. AP investigators assess risk, harm, do investigations, make findings, do appeal hearings and work with involuntary clients. We develop a case plan specifically addressing the findings of maltreatment. We make maltreatment determinations and prepare documentation of investigative findings and case plans.

Adult Protection does unannounced home visits and work with law enforcement. We have great risk, harm and involuntary clients. Financial exploitation cases for Adult Protection are very involved and time consuming. A worker can spend hours just reviewing all the client's financial records. An often complex paper trail of financial records has to be obtained and evaluated. Adult Protection workers have to have additional training for financial exploitation cases and learn hands on forensic accounting. Financial exploitation is devastating – especially to our seniors. The senior is wiped out and then becomes a burden on the taxpayers as we do hardship waivers for Medical Assistance, use emergency assistance and try to keep the Vulnerable Adult in some kind of safe housing. For the super complex cases Adult Protection contracts with a forensic accounting company. Once Adult Protection shuts off the money flow to these perpetrators things can quickly escalate and become violent and threatening not only to the Vulnerable Adult but also the Adult Protection worker.

AP investigators conduct unannounced in home and on-site assessments to determine the Vulnerable Adult's level of functioning, cognitive and physical impairments and determine what services are needed to help the Vulnerable Adult stay as independent as possible and in their own home if possible. We provide time-limited intensive case management services for the purpose of risk and harm reduction. We make recommendations for in-home services or other residential supported living placements such as nursing homes and assisted living and we often have to implement the placement.

We also transport Vulnerable Adult's to needed services.

AP investigators consult with police, County Attorney's, medical and health care professionals, mental health professionals, housing placements, animal control, social service agencies, and environmental services to develop our case plan to protect the Vulnerable Adult. Police don't take every Vulnerable Adult case but we have to. Adult Protection workers have to have the skills to get our clients on board. 10% of Adult Protection cases have legal involvement. We can't walk away when our client's become difficult and refuse services. We have to go into hoarder homes with vermin, garbage, bed bug infestations, urine/feces of humans and pets. We have to implore the Vulnerable Adult to work with us.

The risk to Adult Protection staff is not limited to just family as we are also dealing with gangs, organized crime, terrorists and strangers not related to the Vulnerable Adults. The range of perpetrators in Adult Protection is great, varied and wide.

In Adult Protection we have the issue of client autonomy, client rights and client choice. We have to work under the laws of guardianships, civil commitments and transportation holds. The Adult Protection worker needs the skills and abilities to develop a relationship with our involuntary clients. Adult Protection has to minimize risks to reduce clients coming back.

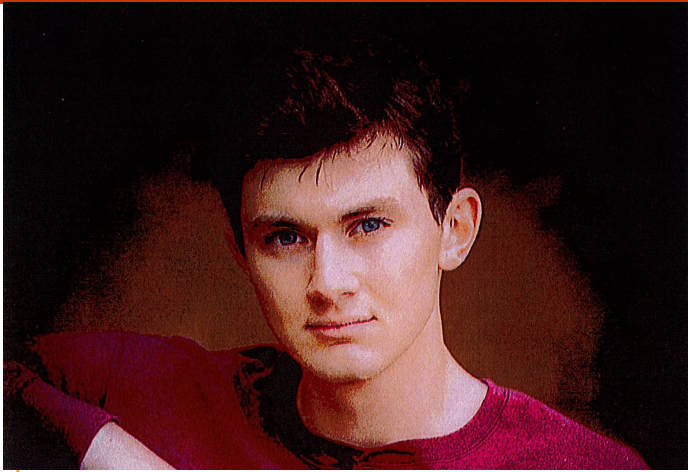
In Adult Protection we are trying to reduce risk to our victims and trying to mitigate harm. Self-neglect is the most prevalent form of maltreatment in Hennepin County and the nation. 47% of our cases in Hennepin County are self-neglect. Self-neglect can be lethal – more so than physical or sexual abuse. Adult Protection staff are the safety net for mitigating self-neglect. Self-neglect clients don't ask for services – by the time we know about them the harm is done and often severe. We train the community and other professionals on the Vulnerable Adult Law and associated criminal and civil statutes.

We prepare documents for petitions for guardianship/conservatorship proceedings in District Court. We attend and testify at court hearings, both civil and criminal. Court hearings can include civil commitment hearings, housing court, probate court, criminal court, family court and administrative hearings on appeal of our civil findings.

We have to have an ethical foundation for Adult Protection practice to include: least restrictive alternatives, person-centered services, trauma informed approach and supported decision making. We have to know how to interview Vulnerable Adults and alleged perpetrators, apply crisis intervention and de-escalation techniques, and determine treatment goals and plans in cases representing a wide range of mental and physical disabilities.

Adult Protection is never boring and after 16 years I still find it a fascinating and challenging job.

Catherine Dunaway, MSW, LICSW  
Sr. Social Worker/Adult Protection Field Investigator



## Essay submitted for the Council 5 Clarence J. Moss Scholarship

The Clarence J. Moss Scholarship was established in 1983 to honor the longtime activist union member from Local 1011. It is designed to assist the **children of Council 5 members** who will enter a Minnesota public institution of higher learning. Applicants must be graduating high school seniors, the child or dependent of an AFSCME MN Council 5 member in good standing, and planning to enter college in 2018. **A typewritten 500-word essay on the theme, "What AFSCME MN Council 5 Means to Our Family", must accompany the application.** The winner will be chosen by a three-member panel. The \$500 award will be presented at the 2018 AFSCME MN Council 5 Convention, September 29, 2018 in Bloomington, MN.

Dylan Evans, son of members Julia Johnson & Jim Evans, was awarded this scholarship

Years ago, I sat in on some meetings of this labor union, as a Boy Scout for the American Labor Merit Badge. I remember that everyone in that room was telling me about what an important topic that American labor is and how great it is that youth are getting involved. Now that I am older, I know what they meant.

Labor Unions stand up for fair wages. I have seen the American Federation of State, County, and Municipal Employees, or AFSCME, first hand give back to the community at Bridging and I had the honor of having joined them for this particular occasion. I know that they have helped to raised wages, shorten hours and provide supplemental benefits. In a way, it has put a roof over my head as both of my parents are part of this labor union. The union has been there to defend them as employees and to help provide a fair wage. Now, it moves for the protection of their retirement. That wage has not only helped to give me a home, but a home where I could go to a blue ribbon school, being Saint Anthony Village High School, where I am a part of the school's National Honors Society.

Today, It is clear that we both live by the same moral code. The freedoms that the labor unions advocate for are more than our rights, they are our civil liberties. It is what we do to help other people at all times, and to be prepared for whatever life throws at us. It is why we must be active citizens in the process and be aware of the way that labor affects our lives. For example, when we look at the news, we see people who are defending those personal liberties. For instance, when we examine how the students in Arizona are now learning about labor in a very powerful way as their teachers strike.

In the future, I plan to become a part of the union labor. This fall, I am starting at North Hennepin Community College where I will go for my Associates degree. Then, I will transfer to Saint Cloud University for my Bachelors degree, so I can go into Environmental Studies. I want to be a Conservation Officer or a water treatment specialist.

In these occupations, I will be defending our natural resources, as AFSCME defends the resource of laboring workers within the public sector. The main reason behind both of our missions is to insure that this world that we live in is simply a better place to live tomorrow, for those who come after us. It is a mission for justice and democracy, and for the American dream. This is what I believe that Martin Luther King Junior meant when he said that *"the labor movement was the principal force that transformed misery and despair into hope and progress."*

With that said, I want to thank you in advance for your consideration.

Yours Truly,  
Dylan Evans



Sisters and Brothers,

We have done a tremendous amount of work over the past months. Thank you to all who have participated in meetings, organizing, and Member Action team to strengthen our union. We have weathered the Janus Supreme Court decision, contract negotiations and now are preparing for elections. We are coming through these challenges a stronger union. Most important is that we stay united and remain in solidarity with each other. In spite of what the union-busters wanted, we have actually grown and have had more coworkers ask to join the union since the Janus decision. We are standing strong at over 88% membership!

We will start holding AFSCME Organizing Days again, please email me if you are interested. Take care and stay strong!!

With solidarity and gratitude,

Deb Konechne



Hello,

I am a mother of two boys ages 15, and 2 years old. I have worked for Hennepin County now for about two years, and love my job. I have always been one to help people.

This jobs gives me that opportunity to help other's daily. I read, and watch movies a lot in my spare time.

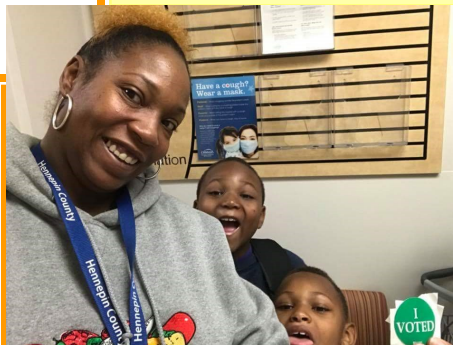
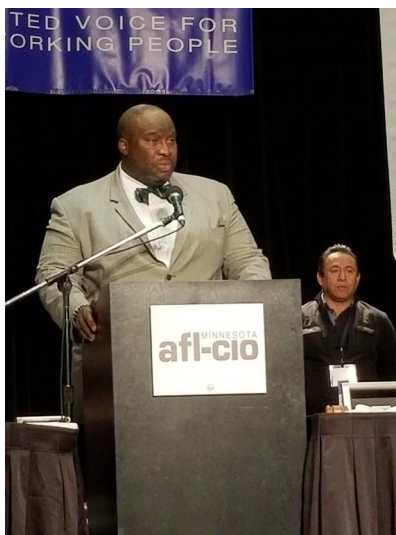
Florence Williams

#### MN State AFL-CIO Convention

I attended the AFL-CIO convention. Excellent speaker on election strategies. After careful study, it was determined that what works for elections is to focus on how we want the same and are similar not focus on differences.

Sheri Peterson

Former Local 34 steward and current Senate Deputy Majority Leader, Jeff Hayden, addressed the MN State AFL-CIO Convention on September 22, 2018. He recognized having been an AFSCME member and local steward and spoke to the importance of our unions being involved in our political process.



Inez Toles voting at NorthPoint

Sisters and Brothers,  
I'm pleased to announce that our 2019-2021 Contract was Ratified by all 6 AFSCME locals with an overall approval of 86%!



Abby Korenchen voting at HSB



Thank you to our AFSCME Field Rep Jolene Catudio for helping us negotiate our contract and Thank you again to everyone on our Local 34 Negotiations Table Team for all your dedication and hard work: Lindsay Schwab, Bobbie Miller Thomas, Kenneth W. Garnier, Justin Dempsey, Paul Madison, David Paurus, Deb Konechne, Sametta Hill, Sheila Mattson, Jean Diederich, and myself.

Always in Solidarity,  
Grace Baltich  
President, AFSCME 34

Jolene Catudio and Lindsay Schwab at the FJC voting table

President's Report Oct. 2018

Sisters and Brothers:

I AM UNION! That was the theme of our AFSCME Council 5 annual convention Sept 27-29<sup>th</sup>. The convention was highlighted by a few of our AFSCME Local 34 members winning awards, our Union goalie Governor Mark Dayton addressing the delegates, Gubernatorial candidate Tim Walz & running mate Peggy Flanagan addressing the delegates, and the election of a new AFSCME Council 5 Executive Board. Our guest speakers were inspiring and energizing! The need to protect our Freedom as working people to negotiate a fair return for our hard days' work motivates me to knock on doors and phone bank to get labor friendly candidates elected to every level of government!

Congratulations to our Local 34 Executive Board Member at Large Yunuén Ávila for earning the Eliot Seide Communications Award!! Your activism, energy, and communications in the last 12+ months you've been an active member are inspiring! Well Deserved Award Sister Yunuén! And congratulations to all Local 34 members who have served on our Hennepin County Organizing Advisory Committee for earning the Jerry Wurf Organizing Award!! Local 34 members who have helped with organizing over the last 1.5 years include: Justin Dempsey, Aleida Salazar, Christina Eichorn, Jean Diederich, Kenneth W. Garnier, Catherine McCoy, Julio Blee Alarcon, Brenda Blaisdell, David Paurus, Deb Konechne, Karen Anderson, Susanne Desmond, Vern Wagner, Yunuén Ávila, Watchen Marshall, and myself. Thank you to each of you for your work extend our Freedom to negotiate a fair return for a hard days' work to those who are currently unorganized!

A new AFSCME Council 5 Executive Board was elected at Convention. Past Council 5 President Judy Wahlberg, the Council's first female President, retired after 6 years serving as President. Our new chair officers are Pat Guernsey, President (from Hennepin County Probation local 552); Carmen Brown, Vice President (from HCMC Local 977); Cherrene Horazuk, Secretary (from UofM local 3800; and Destiny Dusosky, Treasurer (from East Area Labor Council Local 753). I want to thank our AFSCME family for electing me to serve on the Executive Board out of the West Metro Region. I pledge to do my best to represent all our AFSCME members. I want to especially thank our AFSCME Local 34 members Jean Diederich, Kathy Kelly, Kenneth W. Garnier, and Sarah Sosa for your many years of leadership and distinguished service on the Council 5 Executive Board!

ELECTION DAY is Nov 6<sup>th</sup>! MN has No Excuses Absentee Voting! BE A VOTER! Our Freedom to organize depends on it!

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](mailto:jbgm99@gmail.com) and my personal phone is 763-300-1047.

Always in Solidarity,

Grace Baltich

**I'M STICKING  
WITH THE  
UNION** 

AFL-CIO

October 2018

## Reminder about deadline for the 2019 reduced co-pay

From the County e-mail on 9/11/18:

If you've already earned your health incentive, good job! If not, the deadline to earn the copay reduction is October 31, 2018.

**To receive reduced copays in 2019**, you must earn a total of 30 wellness points by taking or retaking the **health assessment** and participating in HealthWorks or RedBrick activities by October 31, 2018.

Check your **Rewards** page.

- If your Rewards wheel is green (earned), you are good to go.
- If your wheel is red (pending) or blue (remaining), you still need to earn more points by completing the health assessment and/or point-earning activities.

**Remember:** BOTH the employee and covered spouse must each earn 30 points to receive the copay reduction. Employees and covered spouses have separate RedBrick accounts and Rewards wheels.

Get started at [MyRedBrick.com/Hennepin](http://MyRedBrick.com/Hennepin).

**BUY**

**UNION**

**MADE**

[https://www.unionplus.org/blog/union-made?union=afscme&utm\\_source=communications\\_calendar&utm\\_campaign=Q32018&utm\\_content=afscme&link\\_id=2&can\\_id=296e6264542b8da5cddf3d2a837fccf&source=email-your-benefits-august-2018-2&email\\_referrer=email\\_397782&email\\_subject=your-benefits-august-2018](https://www.unionplus.org/blog/union-made?union=afscme&utm_source=communications_calendar&utm_campaign=Q32018&utm_content=afscme&link_id=2&can_id=296e6264542b8da5cddf3d2a837fccf&source=email-your-benefits-august-2018-2&email_referrer=email_397782&email_subject=your-benefits-august-2018)

## AFSCME Scholarships

Several scholarship programs are available for AFSCME members and their children. Click on an individual scholarship from the list below to download an application and for information on requirements and deadlines.

<https://www.afscme.org/members/>

### Union Plus Scholarship application is now open!

Since 1991, the Union Plus Scholarship Program has awarded more than \$4.3 million to students of working families who want to begin or continue their post-secondary education. Apply online today – and start your application ahead of the January 31, 2019 deadline.

<https://www.unionplus.org/benefits/money/union-plus-scholarships>



### AFSCME Free College

It's AFSCME's mission to give you every advantage to get ahead. That's why we've partnered with Eastern Gateway Community College.

Through the AFSCME Free College benefit, you and your family members can earn an associate degree, completely online – for FREE.

Learn more at:

<https://freecollege.afscme.org/>

**October**

#### Wed. the 3rd—Local 34 General Assembly Meeting

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

#### Thur. the 11th - MAT Quarterly Meeting

Meeting is for the Member Action Team members.

#### Wed. the 17th—Local 34 Executive Board Meeting

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

**November**

#### Wed. the 7th—Local 34 General Assembly Meeting

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

#### All of October 2018 and November 1 - 5, 2108

**Early voting for the general election - find your voting site at <https://www.sos.state.mn.us/elections-voting/>**

#### Wed. the 21st—Local 34 Executive Board Meeting

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

October 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

Brian Olson

Bobbie Miller Thomas



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

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



@AFSCME

@AFSCMEMNS

### 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/>

“The basic goal of labor will not change. It is—as it has always been, and I am sure always will be—to better the standards of life for all who work for wages and to seek decency and justice and dignity for all Americans.” - George Meany

AFSCME

**We make America Happen**

### Contact us:

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