


July 2017



AFSCME Local 34 Hennepin County Social Services Unit

THE LOCAL 34 BANNER

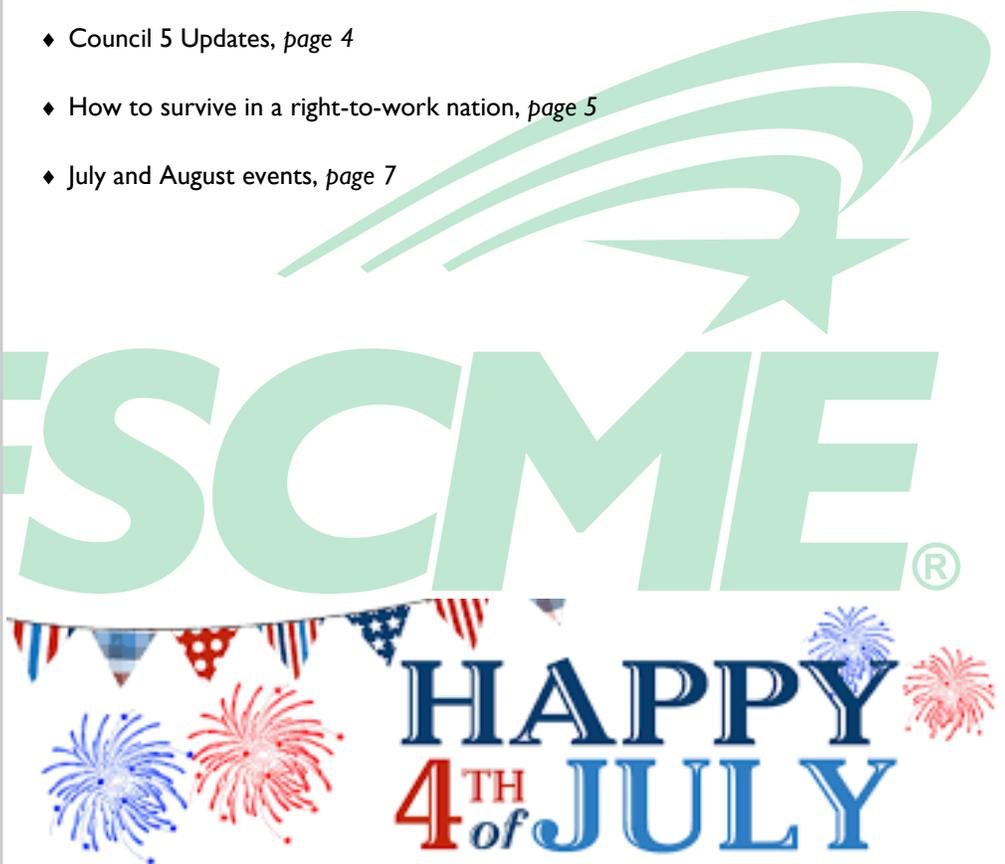
Who's in Local 34?

Job Classifications Covered by Our Contract

- ◆ Case Management Assistants
- ◆ 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 Aids
- ◆ Health Care Assistants
- ◆ Health Care Quality Improvement Specialists
- ◆ Human Services Representatives
- ◆ Interpreters
- ◆ Licensed Practical Nurses
- ◆ Medical Assistants
- ◆ Medical Examiner Investigator Assistants
- ◆ Medical Examiner Technicians
- ◆ MHP Medical Services Coordinator
- ◆ 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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Local 34 wishes you a safe and restful holiday.

July 2017

If Jean ran the world

President Diederich's column

ANNOUNCEMENTS

Congratulations to Michael LaCoste – please join me in congratulating our Field Representative, Michael LaCoste, on his promotion to Acting Organizing Director for AFSCME Council 5. His promotion was effective June 20, 2017. We will miss his presence at our meetings and his words of advice to our officers and stewards and his very even keeled approach to the myriad of issues that crop up in our work lives. However, our loss is our gain as he will be working with the Organizing staff at the Council to bring more employees into our AFSCME ranks. The more members we have the stronger we are when we are advocating for better working conditions or negotiating our contracts.

Joyce Carlson, West Region Field Director, has notified us that we have a new Field Representative assigned to our local. **Jolene Catudio will take over the Field Representative duties from Michael LaCoste.** She may be reached at [651-287-0527](tel:651-287-0527) (direct dial office), jolene.catudio@afscmemn.org (email) and cell [651-280-0043](tel:651-280-0043). Michael will be sharing the meetings he has on his calendar for L34 with Jolene, and will be available to her to make the transition go smoothly. I am excited to have Jolene join us as she brings new eyes and new experiences to our local and how we do our work. Please join me in welcoming Jolene.

Redbrick and reduced co-pay for 2018 office visits – if you have not already completed your health assessment and other activities to qualify for the reduced co-pay you might want get started. You need to earn 30 wellness points to qualify. Unlike years past this is not something that can be done at the last minute. The easiest step is completing the health assessment to get you started on the process.

This is the information found at: <http://www.hennepin.us/employees/health-insurance-incentive>

2018 Health Incentive

Employees, spouses and retirees with Hennepin County health insurance can choose to complete the steps to earn the health incentives.

New this year

- * Wellness points have replaced wellness credits. You will earn points for many of the same activities you completed for credits last year: Learn more about points: <http://www.hennepin.us/-/media/hennepinus/employees/healthworks/hen-rewards-chart.pdf?la=en>
- * You must document your participation to earn points for certain activities. Learn which activities have to be documented: <http://www.hennepin.us/-/media/hennepinus/employees/healthworks/documenting-participation.pdf?la=en>
- * Employees can earn a Healthy Savings card to use in 2017.

- * Steps must be completed between November 1, 2016 and October 31, 2017.

Employees, spouses and retirees with Hennepin County health insurance can choose to complete the health incentive steps to receive a \$15 reduction on their office visit co-pays in 2018. *Both the employee and covered spouse must complete the incentive steps for the couple/family to receive reduced co-pays in 2018.*

*Complete the RedBrick Compass health assessment at any time in the year to earn 10 wellness points. The health assessment is an online health questionnaire.

*Earn an additional 20 wellness points by completing in person or online HealthWorks and RedBrick activities throughout the year. You can find activity options on your RedBrick HealthMap page or RedBrick Rewards page.

*Check your progress towards earning the health incentive on your RedBrick Rewards page.

*Health incentive activities and wellness points are tracked in RedBrick Health. Log in to MyRedBrick.com/Hennepin or call [1-844-724-7968](tel:1-844-724-7968) to get started.

I strongly encourage everyone who has not started to begin the process so that you have completed the necessary steps in order to qualify for the reduced co-pay for 2018.

WIC Nutritionists – a number of the WIC Nutritionists contacted Grace Baltich and myself regarding the changes in hours as they shift to the Regional Service Centers. One of the major concerns was the matter of breaks. They work in a clinic setting with appointments scheduled in increments of ½ hour. That type of schedule is not conducive to 15 minute breaks. We held a Meet & Confer with some of our WIC Nutritionists along with Management from WIC/ Public Health and representatives from Labor Relations and Human Resources. The end result of that conversation is that we signed a Letter of Agreement which allows our WIC Nutritionists to combine the two paid 15 minute breaks and unpaid ½ hour lunch into a one hour lunch period to be utilized during their work day. We do have another issue on scheduling to resolve as they conform to the work hours at the Regional Service Centers. As the effective date of those changes draws near our staff should have a clear knowledge of how they will be assigned to the different schedules and what the hours of operation will be for each work site as some will have extended hours one day a week.

Netroots Nation – we have four members who will be attending this event in Atlanta, Georgia in August. Two of the members elected, Dawn Coburn-Paden and Fatuma Kassim, stepped down due to conflicts that cropped up after the election at the May 2017 General Assembly. Folks ask why we rank alternates when we hold an election and this is the reason. The first and second ranked alternates, Christi-

"Thank you for the lovely plant. Hope to see you all soon."

Kathy Kelly, Local 34 Second Vice President

"Dear Friend,

Thank you for your recent donation to help support The Leukemia and Lymphoma Society's programs of research, patient services and education.

Our heartfelt thanks in honor of our patient families, researchers and volunteers."

This donation was made in memory of Ronald Brigham.

"Dear Brothers and Sisters,

On behalf of the State Retiree Council Board and retired union members they represent, thank you very much for your donation to the Council's 14th annual Fun(d)raiser.

Your contribution helps the Council to inform retirees about issues that affect them and organize retiree action to assure economic security and a dignified retirement for people of all generations [...].

Gratefully,

Bill Moore

President"

"Dear AFSCME Local 34:

On behalf of the Nellie Stone Johnson Scholarship Board of Directors and scholarship recipients, we would like to thank you for your payment to the 30th Annual Nellie Stone Johnson Scholarship Dinner.

[...]As a result of generous donors like you, the Nellie Stone Johnson Scholarship Program has been able to offer financial support to minority students who have a labor union connection, who attend a Minnesota State College or University.

Thank you for contributing to the Nellie Stone Johnson Scholarship!

Sincerely,

The Nellie Stone Johnson Scholarship Program Board of Directors"

Dear Sisters and Brothers:

Thank you and the members of Hennepin County Social Services Employees again for co-sponsoring the May 6th conference, *Family Security and Retiree Power in a Time of Crisis*. And thank you for your \$75.00 contribution to help defray event expenses.

[...]You can watch the speeches by Alliance for Retired Americans National President Robert Roach, Jr. and Minneapolis Regional Labor Federation President Chelsie Glaubitz at the State Retiree Council Facebook page: [facebook.com/mnaflcioretired](https://www.facebook.com/mnaflcioretired). Click on "videos" in the left hand column.

[...]Thank you, again, for supporting the conference and for your leadership in the struggle to assure a dignified and economically secure retirement for all.

In Solidarity,

Bill Moore, President

Council 5 News Release

University Unions Hold Public Forum on Budget After Regents Cancel Public Testimony

Contact: Cherrene Horazuk, 612-940-0660

Each June, the University of Minnesota budget proposal is presented to the Board of Regents at a public hearing. It is the one time each year when faculty, staff, and students testify to advocate for their needs and the importance of investing a portion of the budget to benefit their campus community.

Cherrene Horazuk of AFSCME Local 3800 said, " This year, the one opportunity for University stakeholders to testify and speak directly to the Regents was eliminated. The current administration has been embroiled in scandal after scandal, spending University resources to clean up their mess. Now they're shutting down an opportunity to hold them accountable."

Horazuk continued, " Union workers at the U are currently in contract negotiations. We expect the administration to present the Regents a budget that does not include adequate cost of living increases for our members, at the same time they raise student tuition and increase debt to astronomical levels. We are not interested in the tired story that there is no money for the core institution while they find cash to pay administrator salaries, lawsuit settlements and legal fees.

Council 5 is Hiring Executive Director

AFSCME Council 5's Executive Board is looking for a new Executive Director to replace Eliot Seide, who will retire after he helps orient the new leader.

The executive director serves as our union's CEO and is responsible for all of Council 5's activities, working closely with the Executive Board and staff.

The deadline is 4 p.m., Friday, July 14th. Find the posting at: <http://afscmemn.org/content/executive-director>.

AFSCME Family Picnic

August 20th

Battle Creek Regional Park

Maplewood



June 7th, 2017 General Assembly Minutes

-Elections report: Alexandra Marzolf won in the run-off election for Member-At-Large. She was sworn in by former Field Representative Michael Lacoste

-Donna Ronning and Rob Warmboe have stepped forward to join Amanda Abell on the Good and Welfare committee

-Labor lunches will no longer take place during the AFSCME Strong events due to scheduling constraints

-amendment passed to allow for up to 15 members to attend

-next MAT meeting is Wednesday, July 19th

-next AFSCME Strong event is Wednesday,

August 16th at the West Hub.

-issues of concern for South Regional Site to be addressed at July 6th Meet and Confer

*safety concerns

*handicap accessibility

-LTSS probationary staff/supervisory concerns

-Survey to be sent out to members regarding work environment

-Grievances #17261 and #17262 have been approved by Council 5 Arbitration Review team to proceed to arbitration

-Grievance #17395 has been reviewed and

the decision is to dismiss and not proceed to arbitration

-Chief Steward report

*3 new terminations, 3 new grievances

-MULP applications due 7/14/17

*Minnesota Union Leadership Program

*LES through Carlson School of Mgmt.

Next General Assembly: 7/5/17 5:30 at HSB

Next Executive Board meeting: 7/19/17 at HSB

August newsletter deadline: 7/21/17 at 5 p.m.

July 2017

How to Survive and Thrive in a Right-to-Work Nation

Eliot Seide, AFSCME Council 5 Executive Director

I believe our unions can survive and thrive in a right-to-work nation. America isn't powered by quitters and neither is our labor movement. We're committed to our members, to each other, and to our communities.

When President Trump and Justice Gorsuch, we know right-to-work will happen. The only question is how soon.

Survival won't be easy. It requires all of us to wage a fierce resistance and to change how we do our work. Resisting wealthy extremists who want to give workers the right to live poor, get sick and die without union protections—that's the easy part. It's who we are and it's what we have always done. Changing how we do business will be even harder.

Charge to Thrive

Unions must change to survive and thrive. Creating a path back to increased activism, membership and power requires one-on-one conversations and building relationships in the workplace.

Truth be told, our movement was stronger when unions had to collect dues directly from their members. My grandfather was a union printer. He proudly carried a proof-of-payment book, stamped like a Passport. Back then, workers bonded at labor temples. We lost touch when laws required the employer to deduct dues from paychecks.

Labor's Crisis: *Janus v. AFSCME*

The *Friedrichs* case was derailed by the death of Supreme Court Justice Scalia, but what cannot die is the sense of crisis within our unions. With several more lethal cases in the high court's pipeline, we can't dismiss the threat.

Janus v. AFSCME is the new *Friedrichs*. The case argues that state employees should not be forced to pay union dues.

The Liberty Justice Center, the legal arm of the Illinois Policy Institute, is arguing on behalf of Illinois state employee Mark Janus, the primary plaintiff.

Lawyers for AFSCME Council 31 insist these "fair share" dues only go towards funding collective bargaining efforts and do not subsidize other political activism.

The case was heard by the 7th Circuit Court of Appeals on March 1, 2017 and is likely to be heard by the U.S. Supreme Court with a possible ruling expected sometime between December 2017 and June 2018.

AFSCME President Lee Saunders responded to oral arguments at the appellate court, saying, "It is clear that the corporate CEOs and wealthy special interests behind this case will stop at nothing to make it harder for public service workers to speak up together for better public services, strong communities, and wages and protections that benefit all Americans."

The Liberty Justice Center does not disclose its list of donors. The shroud of secrecy provides anonymity to donors who stand to gain from the court's ruling.

AFSCME Strong

AFSCME Strong is how we survive and thrive in a right-to-work nation after *Janus*. It's our campaign to build an even stronger union with members who are more engaged. In one year, we've trained 800 leaders to have conversations with 25,500 of their co-workers. Instead of talking at workers, we listen. We connect their hopes and concerns to our union vision. We discuss how problems can be solved through collective action.

Building worker power and prosperity is like building a house. Here's how we're building ours.

Grow membership

Our foundation is membership growth. We lift our movement off the ground by organizing both new and current members. Public workers organized their unions before it was legal. We don't need permission from any politician or court. A union exists wherever workers come together with common purpose.

Mobilize Members

Then we mobilize our members to take action on issues that matter to their daily lives. Workers who came before us marched, went to strike and even gave their lives in the struggles that won the weekend, safe working conditions, secure retirement benefits, and a voice on the job. To protect those hard-earned gains, we create strong local unions. Together we can build power to get the pay, benefits and respect we deserve.

Take Political Action

Our democracy will be at stake in the 2018 election. Labor must unite to elect a pro-worker governor and restore DFL control of the Minnesota House. Otherwise, we will be Wisconsin. Better politics means better budgets and better contracts. It's how we protect our jobs, our retirement and the public services that Minnesota needs. When workers have a voice in the halls of power, kids are smarter, families are healthier, and our communities are safer.

Build Public Support

Projecting a bold, proud image of union members is essential. A strong identity builds member pride and loyalty and it attracts new members. We reach elected officials, reporters and allies with a powerful message of who we are and what we're fighting to protect. Workers must tell their side of the story on the news.

Work in Coalition

Trump will try to pit union against union. We've seen divide-and-conquer tactics in Wisconsin. Our future depends on solidarity inside and outside the house of labor. In the 1960s, we marched alongside Dr. King for civil rights. Today, we must recognize the intersections of race, gender and class that impact and impassion our evolving membership in this hostile political environment. Working together with community allies is critical to survival.

Wealthy extremists will continue their attacks on workers. If we resist and change, they won't write our obituary.

President Diederich's column continued

na Eichorn and Tamika Hannah, are now able to join Paul Madison and Grace Baltich as our representatives to this busy event. I look forward to hearing their reports when they return from this event as there is so much to do that is new every year.

Union bulletin boards - per the terms of our contract we should have a bulletin board on every floor where we work for posting of our union news, our newsletters and announcements of union activities. Could all of you please take the time to look around your work area and let me know if there is a bulletin board dedicated to our union information? We want to find out which areas do not have one so that we can get one installed. Our hope is to be able to get the same pieces of information out across the county to every work site in a timely fashion. Thank you in advance for your assistance on this piece of member education.

Labor/Management HealthCare Committee and consensus based bargaining – two representatives from each of the 17 bargaining units will meet with representatives from Benefits and Labor Relations starting July 13th to begin the consensus based bargaining process for our 2018 health insurance. As we did last year, we will look at the report from Milliman summarizing our actual usage and projecting possible trend costs for 2018. We use that report along with the information we receive on a monthly basis as we explore what changes, if any, could be made to the premium costs and plan design. Kathy Kelly and I will represent our local in this process. Your comments shared last year helped us during the process so we ask that you again share your comments about the health insurance plans with us now. Having your concerns in front of us when we discuss those concerns with other members of the committee is extremely helpful.

Good & Welfare Committee – Donna Ronning and Robert Warmboe have been appointed to serve as our Good & Welfare folks. They join Amanda Abell in providing recognition of important life events to our members. Please join me in thanking them for stepping forward and taking on this task. You should send your request to the three of them.



Look at your calendar – we have the AFSCME Council 5 Convention coming up October 5-7, 2017. Last year we could have sent 86 members as our delegation. That number might be higher this year. We have already had some discussion on sending our full complement this year for several reasons – all the anti-worker initiatives coming from different corners of the country and the 2018 political races. One of this year's convention events will be a Gubernatorial candidate forum with the candidates answering questions from our members. It will be the first opportunity many of our convention delegates have to hear what the candidates have to say about issues important to us as working people such as living wages, health insurance, transportation, pensions, etc. We will have an announcement of delegate elections for this convention once we receive the official convention call.

Happy 4th of July!!!

“We hold these Truths to be self-evident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty, and the Pursuit of Happiness— That to secure these Rights, Governments are instituted among Men, deriving their just Powers from the Consent of the Governed, that whenever any form of Government becomes destructive of these Ends, it is the Right of the People to alter or to abolish it, and to institute new Government, laying its Foundation on such Principles, and organizing its Powers in such form, as to them shall seem most likely to effect their Safety and Happiness. Prudence, indeed, will dictate that Governments long established should not be changed for light and transient Causes; and accordingly all Experience hath shewn, that Mankind are more disposed to suffer, while Evils are sufferable, than to right themselves by abolishing the forms to which they are accustomed. But when a long Train of Abuses and Usurpations, pursuing invariably the same Object, evinces a Design to reduce them under absolute Despotism, it is their Right, it is their Duty, to throw off such Government, and to provide new Guards for their future Security. Such has been the patient Sufferance of these Colonies; and such is now the Necessity which constrains them to alter their former Systems of Government. The History of the present King of Great-Britain is a History of repeated Injuries and Usurpations, all having in direct Object the Establishment of an absolute Tyranny over these States. To prove this, let Facts be submitted to a candid World.” (Find the full Declaration of Independence here: <https://www.constitutionfacts.com/us-declaration-of-independence/read-the-declaration/>)

I hope that folks remember the reason that we celebrate this day as a national holiday and afford all people those freedoms and rights.

Jean

LOOKING FORWARD

A calendar of events for September 2017

Philando Castile Celebration of Life Anniversary

What: One year anniversary of the death of Philando Castile. A day of "love, life, healing, food, music and a celebration of Philando's life." The evening will include special music by SeVy, guest speakers: Rev. Bishop Charles Foyes and others. At 9:15 p.m. there will be a candle light vigil on Larpenteur Ave W and Fry St.

When: Thursday, July 6th at 6:30 p.m.

Where: Gibbs Farm 2097 Larpenteur Ave W, Falcon Heights MN

Tickets available on eventbrite.com due to capacity restrictions at the farm.

Unity and Peace Lantern Release

When: Friday, July 7th at 6:30 p.m.

Where: 2077 Larpenteur Ave W Falcon Heights, MN

The evening will include special music by Todd Finney (& others) plus guest speakers: Pastor Harding Smith, Pastor Danny Givens, John Thompson, and others. We will have BBQ hot dogs and burgers. You're welcome to bring something to share! Also remember to bring your lawn chairs! After the food and fun we will have a peace lantern release and a moment of silence. Lanterns will be \$3 each and \$10 for special message lanterns. All donations and proceeds will go to The Philando Castile™ Relief Foundation.

August AFSCME Strong event

*When: Wednesday, August 16th, all day

*Where: West Hub

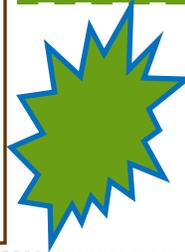
1011 1st Street South

Suite 108

Hopkins, MN 55343

*What: spend the day inviting AFSCME members to our same-day labor lunch, and chatting to peers about how they perceive their work environment, and answering labor related questions

Let Deborah Konechne know if you would like to attend, request the day off using SLWOP and be paid for the day by the union!



VOLUNTEER AT THE 2017 STATE FAIR

Who: YOU!

What: Volunteer at the 2017 MN State Fair with AFSCME Council 5

When: The fair runs from Thursday, August 27th until Labor Day, Monday, September 4th. Shifts are: 9 a.m.—12:30 p.m., 12:30 p.m.—4 p.m., and 4 p.m.—7:30 p.m.

Perks: Council 5 pays for your admission and provides a free T-shirt for volunteers

Contact: Lynette Kalsnes, Communications Coordinator with Council 5, lynette.kalsnes@afscmemn.org

August

Wednesday 8/2—Local 34 General Assembly

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

Thursday 8/10 through Sunday 8/13—Netroots Nation Conference

Atlanta, Georgia

Wednesday 8/16—Local 34 Executive Board Meeting

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

Thursday 8/24 through Monday 9/4—MN State Fair

Contact Lynette.Kalsnes@afscmemn.org to volunteer for AFSCME and receive free entry for yourself and a guest

Saturday 8/26—Woman's Equality Day

July 2017

Nuts and Bolts

A brief guide to your Local 34

STEWARDS

Elizabeth Allison	Shawnice Reid
Brenda Blaisdell	Lindsay Schwab
Teisha Broomfield	Mara Ssengendo
Dawn Coburn-Paden	Sean Watkins
Jacqueline Coleman	Aric Wiste
Cassandra Dutrieuille	Karen Womack
James Edin	
Emily Frazier	All Stewards serve a year long appointment beginning in May and lasting until April the following year.
Sametta Hill	
Remy Huerta-Stemper	
Ryan Kierczynski	Please see the June/July 2016 issue of <i>The Local 34 Banner</i> or our website for information on how to contact a Local 34 Union Steward.
Caroline Malone	
Watchen Marshall	
Jennifer Merritt	
David Paurus	
Rita Phelps	

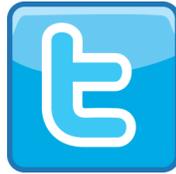
LOCAL 34 OFFICERS

President—Jean M. Diederich
First Vice President — Grace Baltich
Second Vice President — Katherine Kelly
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— Brian Olson
Members-At-Large—
 Angel Alexander
 Tamika Hannah
 Kim Jorgensen
 Brenda Louise
 Alexandra Marzolf
 Kay Powell



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

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



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@AFSCMEMNS

AFSCME

We make America Happen

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Union: an organization of workers formed to protect the rights and interests of its members

Merriam -Webster online

