



September/ October
2016



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

In This Issue

- ◆ The Minnesota Nurses Association Nurses Strike
- ◆ Ways to save on tuition this year
- ◆ 2016 Labor Ball



*"Nurses have spoken
[...]"*

Information on the MNA
Nurses strike, page 2



Courtesy of <https://advocate.stpaulunions.org>

Allina nurses strike

Press Release from the Minnesota Nurses Association: Nurses Ratify Contract with Allina Health

Nurses will be off 'Strike Status' by Sunday Morning

(St. Paul) – October 13, 2016 – A majority of the striking nurses represented by the Minnesota Nurses Association have voted in favor of the tentative agreement with Allina Health reached on October 11.

Nurses from Abbott Northwestern, Mercy, Phillips Eye Institute, United, and Unity hospitals voted to ratify the contract today.

"This contract represents compromise and strength by the nurses," said MNA Executive Director Rose Roach. "While it's nowhere near what nurses deserve, they can hold their heads high. They can rest easy knowing they won a "no diminishment" clause, so even though they are moving to the corporate health insurance plans, they have assurance that the value of their benefits won't be reduced in any future cost-cutting scheme."

Nurses will pull the strike notice and return to their jobs under terms of the return-to-work agreement reached on Tuesday morning.

"The nurses sacrificed their livelihoods and their families' security to win improvements to patient care through a staffing procedure that will examine and review the impact of charge nurses having patient assignments," said MNA President and North Memorial Medical Center Registered Nurse Mary Turner. "The issue of safe staffing is far greater than one job classification, which is why nurses focused from day one on negotiating staffing ratios. Nurses left their jobs and health benefits so they could win workplace safety guarantees, such as better training and a round-the-clock security guard in the emergency department – for themselves and their patients."

"Nurses have spoken," said Abbott Northwestern Hospital Registered Nurse and Negotiating Team Member Angela Becchetti. "We are now looking forward to getting back to our patients. I hope Allina realizes this should have never happened. If Allina's negotiating team had listened to nurses last winter and worked with us on staffing and workplace safety, and made a case on changing insurance, nurses would have helped them find a solution that didn't require spending millions of dollars on replacement nurses."

"To Allina we say: as a member-run union, the nurses make the decisions," said Roach. "Rest assured, this isn't the last time you will hear nurses speak out. The wounds inflicted on the nurses since February will not heal overnight. Nurses have continually felt disrespected and devalued. Nurses are determined to keep speaking up for their patients and their profession as they return to the bedside. I hope Allina will listen and work to re-establish trust with the nurses and ensure maximum patient safety and care."

Strike over, nurses back on the job at Twin Cities Allina hospitals

By The Associate Press

Published October 16th, 2016

Nurses have returned to work after ending a weeklong strike against five Allina Health Hospitals in the Minneapolis area.

A spokesman for the Minnesota Nurses Association says the nurses returned to work Sunday.

A majority of union members ratified the agreement Thursday, just days after Gov. Mark Dayton called both sides back to the bargaining table.

About 4,000 nurses had been on strike since Labor Day. A weeklong strike was also held in June. Health insurance benefits were a major issue.

Union Executive Director Rose Roach says the agreement improves workplace safety issues, staffing policies and ensures health benefits won't be reduced.

The affected hospitals were United Hospital in St. Paul, Mercy Hospital in Coon Rapids, Unity Hospital in Fridley and Abbott Northwestern and the Phillips Eye Institute in Minneapolis.

Support Allina nurses post-strike

You can donate online to the Minnesota Nurses Association Strike Relief fund online using the link [here](#).

The AFSCME free college benefit

A FSCME and Eastern Gateway Community College are partnering to offer AFSCME members and their families the opportunity to earn an online degree with no out of pocket expense.

AFSCME members, retired AFSCME members, and family of AFSCME members (children, stepchildren, grandchildren, spouses, domestic partners, and financial dependents) are eligible for this benefit.

Available courses are Associate of Business Management (60-62 credits), Associate of Criminal Justice (65 credits), and Associate of Arts (60-64 credits).

This is an opportunity to INCREASE your earning potential, GAIN valuable knowledge and BROADEN your career options.

Find more information: freecollege.afscme.org or 1-888-305-5534

2017 AFSCME Family Scholarship Program

The AFSCME Family Scholarship for 2017 is now taking applications. Children of full dues-paying members can apply for one of 10 scholarships, worth \$2,000 a year for up to four years. The postmark deadline is **December 31st**.

The requirements (listed [here](#) on AFSCME's website) are below;

- Be a graduating high school senior whose parent, legal guardian or financially responsible grandparent is a full dues-paying member.
- At the time the scholarship is awarded, be enrolled in a full-time degree program either at an accredited four-year institution or at a two-year institution that will transfer credits to a four-year institution; and
- Have taken the SAT or the ACT.

The applicant must also complete an application, which can be found for download at the link above.



Our next issue will be a special Election Edition.

Look for it in the next few weeks in your inbox! It will include a guide to union endorsed candidates that will be on the ballot this election.

AFSCME Votes!



Tuition reimbursement through the Employer


Did you know that benefit-earning employees are eligible for up to **\$5,250** in reimbursed tuition annually through the employer? Keep in mind this is an annual limit, not per school calendar year.

The following is required to maintain eligibility for reimbursement:

- Course must be approved by employee's department before the class begins to ensure reimbursement
- Employee must provide a receipt of fee payment
- Employee must provide a transcript indicating successful completion of the course with a grade of C or better or a "Satisfactory" or "Pass" is acceptable for ungraded courses


Click [here](#) for more information on the tuition reimbursement policy. There is also a tuition reimbursement manual on HCconnect [here](#).

AFSCME Next Wave MN and the MN AFL-CIO Young Workers present the 4th annual:



LABOR BALL

**Thursday,
Nov 10th
6pm-12am**



**James Valentine
VFW
2916 Lyndale Ave
S, Minneapolis**

An evening of dancing, food and drink with love!
Performances by
The "Raise The Wage" Band
& Special Guest TBA

Fundraising proceeds will go to MNA strike recovery

September/October 2016

LOOKING FORWARD

A calendar of events

Did you know?

AFSCME Locals and District Councils Encouraged to Participate in National Disability Employment Awareness Month

October is National Disability Employment Awareness Month, and AFSCME locals and members are encouraged to participate. The purpose of National Disability Employment Awareness Month is to educate about disability employment issues and celebrate the many and varied contributions of America's workers with disabilities.

Held annually, National Disability Employment Awareness Month is led by the U.S. Department of Labor's Office of Disability Employment Policy, but its true spirit lies in the many observances held at the grassroots level across the nation every year. Organizations of all sizes and in all industries are encouraged to participate in NDEAM.

Heads up!

Look for more information in the upcoming issue regarding open enrollment for benefits and more info on the health care coverage available through the Employer!

Open enrollment is November 7th—21st

September 7th General Assembly meeting minutes

- Local 34 will donate \$1000 to Minnesota Iron Range Steelworkers
 - Local 34 will donate \$2000 to striking Allina nurses (MNA Allina Nurses Strike Relief Fund)
 - Child Protection Meet and Confer: Council 5 is organizing Field Reps for these meetings. Exec Board has motioned to send up to 5 members to the meeting
 - Clarification that statute for time off to vote is extended to *both* primaries and general elections. Look for all staff email
 - Local 34 members encouraged to attend County Board meetings for their department
 - 9/8/16 was AFSCME door knock and phone bank for candidates that are labor union and AFSCME friendly
 - Concerns over HSR Onboarding process exist, we will continue discussions with Employer regarding this process
 - Membership: we have 85% membership currently
 - Executive Board meeting 9/14/16 with \$250 allotted for food and beverages
 - Most recent promotional period for HSRs did not return many promotions. The promotional standards are brand new. Kate Heffernan has asked to consult with HSRs regarding changing the process
- Next meeting: Wednesday, November 2nd at 5:30 PM at HSB in room 110
- Any and all Local 34 members are encouraged to attend!

November

Wednesday the 2nd—Local 34 General Assembly Meeting

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

Friday the 4th—AFSCME Union Happy Hour

5 p.m. Mac's Industrial Bar

Wednesday the 16th—Local 34 Executive Board Meeting

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

AFSCME Votes!

In Minnesota you can register to vote at your polling place on election day.

Voters will be able to cast their ballots early. This process began 9/23/16.

Click [here](#) to find your county of residence's election office where you can cast your vote early this election season.

September/October 2016