

December 8, 2023

afscmemn.org

## Local 66 MOAs Approved

**Local 66** Negotiating Teams accepted two MOAs that benefit the **Basic** and **Merit** sub-locals. One MOA was finally accepted by the employer after initial approval during 2019 contract negotiations. MOUs address:

- An additional 3% ATB wage increase. This is in addition to their 3% increase in 2024,
- Move to their proper step to reflect continuous years of service.

Our bargaining team pushed back on issues such as timeliness and worked to increase pay to retain and recruit workers that make St. Louis County work! With the MOA, the wages will be implemented by December 16.

**Congratulations, siblings!**

## Local 551 TA Reached

**Local 551 Minneapolis Public Housing Authority** negotiating team won quite a few language changes-including: doubling paid parental leave from 3 to 6 weeks, expanded sick leave language to care for more family members, and even up to 8 hours for the care of a pet!

- COLA 7.5% retroactive to 7.1.23
- COLA 4.5% effective 7.1.24
- Wage re-opener for 2025

The Employer will provide a steps proposal by 12/31/24 to inform our wage-re-opener. Our team fought hard and is proud of all the wins. We look forward to bringing this to the wider membership for a vote.

**Congratulations, Local 151!**

## Unit 8 TA Approved

After a lengthy negotiations process our Corrections Negotiations Team secured a historic Tentative Agreement for the approximately 2,000 corrections officers we proudly

represent. TA highlights include:

- 5.5% across-the-board (ATB) wage increase retroactive to 7/1/23;
- 4.5% ATB wage increase effective 7/1/24. The last 4.5% ATB wage increase occurred more than 30 years ago;
- eliminated 2 wage steps from 14 to 12 to move through the wage scale faster;
- additional \$2.75 increase to EACH wage step (effective January 1, 2024);
- improved deferred compensation conversion from 40 to 80 hours;
- improved release from work language;
- shift differential pay from \$1.65 per hour, up to \$2.25 per hour for hours worked between 6 pm-6 am.

In October, Unit 8 voted to accept the TA and AFSCME C5 notified MMB the contract was effective immediately. This is a historic change that our union secured last legislative session where we successfully fought to REMOVE the politically-based contract ratification process at the Subcommittee on Employee Relations (SER). With our removal of this process, our union members won't be treated as political pawns at the Capitol in this regard, and will get raises and benefits earlier than ever before. That's the union difference!

**Congratulations, siblings!**

## Multi-Unit State Contract Approved

The state contract for units 2-7 was approved and **for the first time** was implemented without SER and legislative approvals. Contract highlights include:

- 5.5% effective 7/1/23,
- 4.5% on 7/1/24,



- pay raises by double digits for the first time in more than 30 years,
- a minimum wage of \$20 per hour to set a standard for all employers in our state and country,
- nearly 4x increase in shift differential pay,
- brand new and expanded benefits,
- a historic number of approved wage inequities,
- historic insurance agreement we secured that adds significant benefits to our insurance plans,
- an additional 0.5% realized wage savings as a result of a 2-year reduction of our employee pension contribution that is fully funded by the legislature that our union successfully passed.

Your elected AFSCME negotiations team fought at the table for countless hours to secure an agreement that ensures we get every dollar possible for our members, and the team delivered. This is exactly what your union dues are used for: negotiations, due process representation, and so much more!

**Congratulations, siblings!**

**Local 2535 TA Reached**

We reached a tentative agreement with the **City of South St. Paul** with highlights that include:

- Added Standby Pay language
- Call-back mandatory 3 hours
- No take-backs on max comp time,
- 2024 - 3.75% general wage increase with .75% market adjustment for 3 titles,
- 2025 - 3.5% general wage increase with “me too” clause

**Congratulations, siblings!**

**Local 3761 Investigators**

**Local 3761 St. Louis County Investigators Unit** approved their 2023-2025 contract which includes:

- 2023 - 3% ATB wage increase,
- 2024 - 3% ATB wage increase,
- 2025 - 3% ATB wage increase,
- Increased sick leave accrual for newer workers,
- Future market analysis for all workers,
- Added *Juneteenth* holiday,
- \$400 lump sum bonus.

**Congratulations, siblings!**

**Local 9 TA Reached**

The **Municipal Building Commission** and **AFSCME Local 9** reached a TA with the City of Minneapolis with highlights that include:

- 2023 - 2.5% increase,
- 2024 - 3% for Security, 4% for Custodial, Utility and Foreman
- New Security Wage grid effective last pay period in December
- Increase in shift differential up to \$1.25 (up from \$1.16)
- Increase in Blood and Body Fluid Pathogen Clean-up differential up to \$2 (was \$0.70)

It's been a long journey after a vote to reject the first TA.

**Congratulations, siblings!**

**Local 2454 City of Robbinsdale**

Recently, our members (**Noelle Beigle, Jane Yang, Brenna Johnson, Cheryl Merlino, Cherisse Coleman, and Annelise Carpenter**) spoke directly to the Robbinsdale City Council, urging them to improve wages.

**That's AFSCME solidarity!**

**Local 3690 City of Hopkins**

**City of Hopkins** reached a 3-year contract with the following highlights:

- Market adjustments,
- Decreased steps from 13 to 9,
- Annual 3% ATB increases,
- 95/5 percent split on health insurance, and
- No take backs.

**Congratulations, siblings!**

**Hennepin Healthcare AFSCME Workers Fight for Fair Contract**

**Local 2474 HCMC Professional and Technical, Local 977 Hennepin Healthcare,** and other union siblings who *Make Hennepin Healthcare Happen* held an informational picket calling for dignity, respect AND A FAIR CONTRACT! Our siblings were joined in solidarity by many including **Patrick Gage for County Commissioner, Minnesota Nurses, Hennepin County Association of Paramedics and EMTs** and **Teamsters Local 120**, and included media coverage by **KSTP-TV**.

**Power & Solidarity Siblings!**



**HCMC WORKERS HOLD SOLIDARITY RALLY PICKET** 5 abc EYEWITNESS NEWS



**Local 2454 Robbinsdale TA**

This team fought for a higher wages and, after the City's highest wage offer, marched on the City Council to demand they do better, and the City responded!

TA highlights include:

- 3.5% increase in both years of the agreement,
- Added *Juneteenth* holiday,
- Re-open for 2025 contributions,
- no take-backs!

We're proud that this action resulted in new members and positive results.

**Congratulations, siblings!**

**Positive Outcome for Our Member-Endorsed Candidates**

Our AFSCME-endorsed candidates had a great election night in **Minneapolis, St. Paul, Duluth, Hopkins, and Bloomington**, with 30 out of the 37 candidates winning their respective elections.

A huge thanks goes out to our members and staff who knocked on doors to help our endorsed candidates.

**That's the Union Difference!**