



# 2022

## AFSCME COUNCIL 5 YEAR END REPORT







# CONTENTS

- Mission and Values ..... 1
- Leadership Statement ..... 2
- AFSCME Council 5 Goals ..... 3
- Positioning Our Union Forward ..... 4
- Electing Pro-Worker Candidates ..... 5
- Organizing Victories ..... 6
- State Legislative Victories ..... 7-8
- Federal Victories ..... 9
- Union Difference ..... 10
- Local Events ..... 11
- We Make MN Happen ..... 12
- The Union Value ..... 13







# OUR MISSION & VALUES

## OUR MISSION

We advocate for excellence in services for the public, dignity in the workplace, and opportunity and prosperity for all workers.

## OUR VALUES

- We believe that there is dignity in all work, and there should be dignity and safety for all workers.
- We build power for all working families.
- We all do better when we all do better!
- We advance and defend the common good.
- We are leaders in building a movement for social and economic justice.
- We treat each other with respect and compassion.
- We believe an injury to one is an injury to all.
- We stand up to overcome any discrimination that divides us.
- We embrace our diversity and find strength in many voices.
- We value pride, passion, excellence, integrity and courage in all the work we do.
- We practice solidarity and member involvement.
- We mentor, motivate and inspire new leaders.
- What we do away from the negotiating table is more important than what we do at the table.

## CHAIR OFFICERS

Eric Hesse, Local 404, President  
Carmen Brown, Local 977, Vice President  
Joel Hoffman, Local 4001, Secretary  
Jay Anderson, Local 66, Treasurer

## EXECUTIVE BOARD MEMBERS

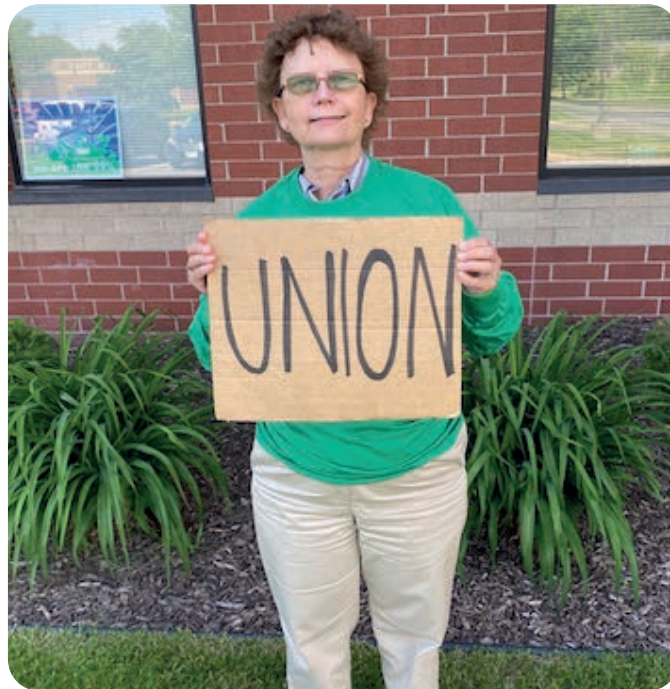
- Dawn Flores, Local 151, County
- Carmen Langevin, Local 66, County
- James Sanchez, Local 306, County
- Willie Snyder, Local 707, County
- Dan Gorman, Local 600, State
- Najib Jamac, Local 404, State
- Bryan Kirsch, Local 221, State
- Jessica Langhorst, Local 1092, State
- Scuffy Paulson, Local 868, State
- Sabrina Search, Local 1092, State
- Wendy Wohlwend, Local 66, City
- Dalia Baez, Local 722, Private/Special
- Renae Pereira-Webb, Local 668, Private/Special
- Marla Zappa, Local 56, K-12 Schools
- Tim Danger, Local 3887, NE
- Christina St. Germaine, Local 1092, NE
- Diana Holmes, Local 2385, West
- Patrick Pearce, Local 638, South/SE
- Tia McDougale, Local 599, Central
- Jenna McCullough, Local 2508, East Metro
- Tabitha Mitchell, Local 1842, East Metro
- Tiffany Leff, Local 668, East Metro
- Deb Konechne, Local 34, East Metro
- Grace Baltich, Local 34, West Metro
- Anna Koktan, Local 1988, West Metro
- Brian Lindholt, Local 221, West Metro
- Latonya Reeves, Local 552, West Metro
- Milinda Hanson, Local 599, West Metro
- Sarah Vast, Local 3800, u of M

# A MESSAGE FROM EXECUTIVE DIRECTOR

## JULIE BLEYHL

"The Future is Ours" is the theme for our annual membership convention this year, but it is more than a tagline, it is our way of life ... The unity, grit, heart, and determination of our members to come out of this pandemic stronger than before and fix the inequities we have experienced in our workplaces, is both admirable and inspiring.

On behalf of our union I want to thank all of you for the bravery, tenacity, and diligence you have shown. Doing your work and organizing your local union, even during 'normal' circumstances, is often challenging. I remember back at the beginning of the pandemic I said that our union would come out on the other side stronger than before, and that day has come!



You continued to do your job and risked exposure to COVID-19 by going to work and doing your job. AFSCME members kept Minnesota working during the most challenging times we have experienced in generations. Our union will continue to fight alongside one another to ensure we rebuild our new future rooted in your lived experiences, perspectives, and expertise.

We all know that the last few years have exacerbated and put a spotlight on the structural issues and inequities in our workplaces and public policy. We will claim the future as ours - the working-class who Make Minnesota and America Happen! We will unify and seize upon all opportunities to reform public policy and fight for workplace investments and policies that rewrite the wrongs we have experienced. This means fighting for meaningful engagement in our workplaces on recruitment and retention plans and goals and Safe Staffing in every single workplace. That's the Union Difference! We may be outspent at the Capitol by corporate-funded lobbyists or bad bosses in our workplaces, but they are no match for our unified 'people power' and the direct connection we have to the diversity of union siblings across our state. Together, we share the values of fully funding our work on the front lines, safe staffing in all workplaces, creating a new tax code that makes the wealthy and profitable corporations pay their fair share, and ensuring our work is not privatized or outsourced. Our One AFSCME approach to seize upon our new future will ensure our successes continue as we build our new future - together! "The Future is Ours!"

In solidarity,

A handwritten signature in black ink that reads "Julie A. Bleyhl". The signature is written in a cursive, flowing style.



# AFSCME COUNCIL 5

## GOALS

No matter your race, gender, sexual orientation, zip code, religion, economic status, or political identity, we are connected to one another as AFSCME members and workers who deliver critical services to millions of Minnesotans. You have and continue to carry us through some of the most difficult times we have experienced in generations and you have done so with grit, determination, and heart – often in sometimes dangerous working conditions. We will achieve our Council 5 goals of increasing membership, building solidarity and member activism, negotiating strong contracts that treat workers with respect and more, by working together!

As an AFSCME Council 5 family, we must stick to our shared values that transcend our differences and not give any power to forces actively seeking to divide us.

We need strong contracts that treat workers with respect and dignity, demand respect and adherence to our contracts and the work you do, protect our right to collectively bargain, implement strong workplace safety plans, fight for safe staffing in every workplace, and strengthen and protect our health care and defined-benefit pensions. Our only path forward is unity to build upon our progress and successes.

### 1. INTERNAL/EXTERNAL MEMBER ORGANIZING

Support and grow ongoing significant organizing campaigns for external and internal membership and solidarity growth. Prove the strength and power of our new online membership cards that are easily accessible on our website, paper membership cards, voice authorizations through the MAC, and one-on-one member organizing in growing our union from the ground up.

### 2. ADVOCACY

Strengthen advocacy at the Capitol, county boards, city councils and in legislative districts. Expanding Safe Staffing and Protecting Pensions campaigns, as well as our Respect Us campaign (respect for our rights under our contracts i.e. seniority, grievance procedure, hours of work, etc.).

### 3. DIVERSITY, EQUITY AND INCLUSION

We value and welcome ALL workers of ALL backgrounds and lived experiences in our union from ALL geographic locations. Council 5 has moved forward with our Racial Equity 2030 plan as submitted to the W.K. Kellogg Foundation. We are re-engaging our diversity, equity and

inclusion committees within our membership and keep expanding in other sectors throughout our union.

### 4. ONE-ON-ONE CONVERSATIONS

We will continue to reach out in all ways to our members to build AFSCME Council 5 solidarity and member activism and involvement. This includes talking about signing them up for union membership and the PEOPLE program.

### 5. TRAININGS AND RESOURCES

Continue to build upon Council 5's offered trainings as well as available resources for organizing committees, sector liaisons, local communications' capacity, political and legislative advocacy, contract negotiations structure and strategizing, etc.

### 6. ARBITRATION AND GRIEVANCE PROCESS

We have successfully worked through the case backlog and will continue to assess incoming grievances for merit through our established grievance and arbitration processes.

When we continue to educate, organize and mobilize ALL members of AFSCME Council 5 as a One AFSCME team and working together, nothing will stop us from building our new future rooted in the lived experiences of the working-class. Minnesota works because we do!

# POSITIONING OUR UNION

## FORWARD

All of us pulled together throughout the COVID-19 pandemic to do the best we could to protect the health and safety of our co-workers and those we serve. From the beginning of the pandemic, time-after-time we witnessed something we knew all along: Every worker is vital to our state functioning and these workers deserve our respect and admiration for their bravery and integrity in getting us on the other side of the pandemic.

We will always remember and honor the lives and legacy of Brandy Roberts (Local 638, Mankato State University), Doorga Hanuman (Local 744 Minneapolis Veterans Home), Dr. James Lee Burnett Jr. (Local 552, Hennepin County Probation and Parole), Brent Anderson (Local 3937, University of Minnesota Coleraine Campus) and others in our union family who passed away due to COVID-19 related complications.



Your union fought for and secured the right of many workers in our state to access workers compensation benefits in the event these workers contract COVID-19. The law immediately presumed that workers such as security counselors, correctional officers, firefighters, nurses and others who contracted COVID-19 as a result of their work and places the burden on employers to prove they didn't. This presumption was a critical step



forward in protecting thousands of workers. This was a significant victory at the Capitol for many thousands of workers..

***That's the Union Difference!***



AFSCME Council 5 members always stand strong together to meet the challenges we face ...

We are moving our union, state and country forward to rebuild and reassert the fact that workers . must be treated with dignity and respect in the workplace and our communities.

***This requires unity, solidarity,  
and  
collective action!***



# ELECTING PRO-WORKER LAWMAKERS

—“  
We all  
do better  
when  
we all do  
better.  
—”

SENATOR PAUL WELLSTONE  
11/15/2022

Workers' rights are on the ballot in the 2022 election and AFSCME Council 5 members are taking action to protect our rights as working people - and WILL NEVER let our state turn into an antiworker state like Wisconsin or Iowa. Join us and knock on doors, make phone calls, send texts, and speak with your co workers and loved ones about our shared values.

AFSCME members from across our state will be working in across every zip code to help elect pro-worker candidates who share our values as union members: retirement security, collective bargaining rights, defined-benefit pensions, health care we can depend on, and due process rights.



We will continue to stick to our shared values of inclusion, retirement security, safe staffing, fully funded public services, investing in the lives of workers and a new tax code that rewards workers and ensures the wealthy and large corporations pay their fair share.

When we stick to our shared values by including every member of our union no matter our race, political affiliation, gender identity, sexual orientation or zip code, we will surpass our collective goals and hold lawmakers and management accountable to our shared values!

Please visit [AFSCMEMN.ORG](https://AFSCMEMN.ORG) for endorsement information.

We have the 2022 election quickly approaching.

Collective bargaining rights, how our future is funded, safe staffing levels, our defined benefit pensions and our health care are all on the ballot in this year's election. After a member-led screening process in which our union invited ALL gubernatorial candidates from ALL political parties, **Governor Tim Walz** was the only candidate who happily accepted our invitation and answered our members questions. Governor, Lt. **Governor, Attorney General, State Auditor, Secretary of State, State House, State Senate and our US congressional seats are all up for election this year.** Antiworker forces are actively working to divide unions and the labor movement, but we will stand strong in our values that transcend political party and bring us all together. Make sure to vote!



# ORGANIZING VICTORIES

Despite rapidly changing budgets, lingering impacts of COVID-19 on in-person, hybrid, and remote workplaces, policies at the state and local government level, and the private/non-profit sectors, **our union family secured many organizing victories** that will build upon the legacy of our great union and position us to seize upon the opportunities we face together.



## Minnesota Historical Society

Minnesota Historical Society workers voted overwhelmingly to join our union to ensure they are treated with dignity and respect in the workplace! **We proudly welcomed nearly 300 new workers** at the Minnesota Historical Society who have joined our union and the labor movement calling for improved wages, benefits, hours, and working conditions.

This successful organizing victory comes on the wave of many workers unionizing to demand stronger, safer, and more resilient workplaces all across our state. Workers are choosing our union known for empowering rank-and-file members and local unions to take action that improves the lives of all working people in the workplace and our communities. **They're fighting for their first contract!**

## Hennepin Healthcare (HCMC):

Our union members also successfully won accretions within HCMC, including:

- Decedent Affairs Coordinator
- Hospital Responder

***We proudly welcome you to the AFSCME family!***

**There is strength in numbers!**

## Cornerstone

With an overwhelming vote by workers to unionize, nearly **70 workers at Cornerstone**, a Minnesota-based advocacy non-profit organization, have joined our AFSCME Council 5 union family! These workers proudly serve victims and survivors of domestic violence, sexual violence, human trafficking, and general crime by connecting them to trauma-informed support services and so much more. We thank and honor them for the critical services they provide every single day. **They're currently fighting for their first contract!**

Congratulations and welcome to the AFSCME family!

## Frontline Worker Pay Mailing

Welcome to the **more than 200 new AFSCME Council 5 members** who signed up to join our union family after our union sent a mailing to non-members showing how we fought for and secured Frontline Worker Pay!

**One of our main identified goals as a One AFSCME family is to internally and externally organize new members to join the AFSCME Council 5 family and build the labor movement that improves the lives of workers, our families, and communities.**

**We are incredibly proud to welcome and support the more than 3,000 new members of AFSCME Council 5 since the beginning of 2022! We have additional organizing campaigns currently underway.**





# STATE LEGISLATIVE VICTORIES

With the only one of two divided state legislature in the country, Minnesota's 2022 legislative session was a bizarre session full of political grandstanding and therefore complicating the path forward for the Legislature and the Governor. It was unlike any other in our state's history with a massive budget surplus. Regardless, through the grit and determination of AFSCME members everywhere, we stepped up in ways we couldn't have imagined and we advanced the cause of working people through our One AFSCME approach in order to claim the future as OURS.

## DAY ON THE HILL

Though the Capitol complex was mostly closed to the public, it did not stop AFSCME members from meeting with lawmakers. In fact, because of our ability this year to connect members with their legislators, our Day on the Hill was tremendously successful with more legislative meetings than ever before! This success was only possible because of the hundreds of AFSCME members who set time aside out of their busy schedules. Our strength is in our numbers and we showed our strength at our Day on the Hill. And we proved that we will secure our priorities!

## AFSCME MEMBERS FIGHT FOR WORKING-CLASS PRIORITIES

Nearly all legislative proceedings were held remotely or sporadically hybrid this year, including committee meetings.

Nearly one dozen AFSCME Council 5 members from Corrections/Public Safety to Higher Education, Transportation and Human Services to Schools and Veterans Homes, K-12 schools and local government showed up to testify in support of AFSCME priorities spanning from Frontline Worker Pay, recruitment and retention investments, and Safe Staffing funds for our frontline workers. And we didn't just wait for Legislators to call hearings and invite us to speak, we went on the offense and participated in remote town halls and open forums to bring our priorities into the spotlight, as well as press conferences with **AFSCME Council 5 President Eric Hesse, Vice President Carmen Brown** and many others. AFSCME members called for fairness in our tax code (millionaire's tax!), safety in our worksites, equity in our unemployment insurance system, funding for our frontlines, Paid Family and Medical Leave and more.

All state agencies, the courts, commissions, and boards received operating adjustments and local governments received Local Government Aid and County Program Aid adjustments; however, the upcoming 2022 election and subsequent legislative session in 2023 will prove challenging. With a \$10 billion budget surplus, the choice is clear. Either we will fight with our pro-worker partners to pass meaningful investments in the work we do, or we let them cut taxes for the wealthy.

The choice is clear: We will never give up our fight to pass robust and meaningful legislation to benefit all of our members.

Among many other victories for working families, we successfully fought off privatization efforts, increased funding to reopen driver exam stations, expanded the Working Family Tax Credit, secured increased investments at the University of Minnesota and Minnesota State without a tuition freeze, secured investments for 3 new veterans homes throughout our state, and secured an agreement for \$500 million in frontline worker pay (our fight continues).

# STATE LEGISLATIVE VICTORIES



## Frontline Worker Pay Victory! More to Come...

**Executive Director Julie Bleyhl** said, "A great addition and way to aid our legislative communication and workplace actions is our staff sector liaison structure which includes state, county, city and private/special sectors, leaving no member or sector behind. This structure allows for more effective communication between the affected budget area and our members who would be directly impacted by these decisions. This critical structure puts our legislative team, sector liaisons, staff, and AFSCME members in direct contact more than ever before to engage and educate lawmakers on the work that you do through committee testimony, press conferences, open forums, and more. We delivered upon our legislative agenda and ensured frontline worker input is truly heard in the halls of power through this new process. This is a great example of the AFSCME Green Machine hard at work and creating new systems within our union that will be even more effective and deliver upon our priorities -your priorities!"

## MOVING FORWARD

Our work is never "done". Together, as ONE AFSCME, we will continue our fight for working people; we will demand economic justice for all over the special interests of millionaires and billionaires. We will tax the rich and invest in all workers, pass Paid Family and Medical Leave, treat healthcare as a human right and center the experiences of workers in all policy and budget decisions. "The Future is Ours!"



Hundreds of AFSCME Council 5 members contacted their legislators to fight for our legislative agenda during the 2022 legislative session. By meeting with lawmakers, our members and Chapter 5 Retirees continued to hold them accountable to our shared values and fight for our legislative agenda that advances the lives of the working-class.

*Pictured: AFSCME Council 5 Members Rallied on the Capitol Steps for Frontline Worker Pay!*



# FEDERAL LEGISLATIVE VICTORIES



THE FUTURE IS OURS

AFSCME members fought for the passage of the historic Bipartisan Infrastructure Act which is the single largest infrastructure investment in our country's history since the creation of the federal highway system! It includes:

- \$110 billion in new funding for roads, bridges and other major projects
- \$17 billion in port infrastructure and waterways
- \$25 billion to update our airports
- \$39 billion in new money to modernize public transit systems
- \$55 billion to expand access to clean drinking water and replace lead pipes
- \$65 billion ensure that every American has access to reliable high-speed internet

## *The* **INFRASTRUCTURE INVESTMENT** *and* **JOBS ACT**

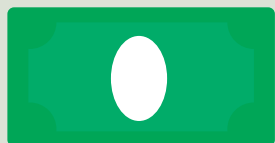
Our union also launched a major campaign for the passage of the Inflation Reduction Act. Members across our state and country contacted Members of Congress to hold them accountable to our shared values – and to take note if they didn't. The law:

- **Makes prescription drugs cheaper** –by allowing the federal government to negotiate lower Medicare drug prices and by penalizing prescription drug corporations for hiking drug prices in Medicare by more than the overall inflation rate
- **Lower health insurance costs** by an average of \$800 a year for the 13 million Americans who buy individual coverage in the marketplace exchanges under the Affordable Care Act;
- **Fight the climate crisis and improve our energy security** by providing tax credits and unprecedented investments for energy projects, creating thousands of high-paying, new jobs, and helping lower energy costs for Americans;
- **Make large corporations pay their fair share of taxes** by requiring a minimum 15% income tax, putting a 1% tax on corporate stock buybacks, and ensuring corporations and the wealthiest pay the taxes they owe; there will be no tax increases for individuals and families earning under \$400,000 a year.

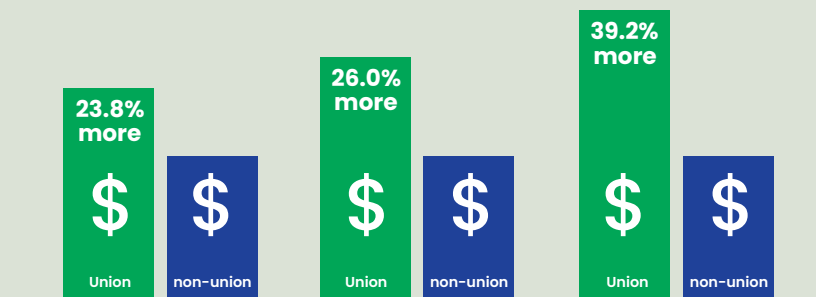
**WHEN WE JOIN A UNION, AND WHEN WE STICK WITH OUR  
UNION EVEN IN – ESPECIALLY IN – MOMENTS OF CRISIS, WE  
WILL ACCOMPLISH ANYTHING!**

# Union Difference

Union members make  
**19.4% more**



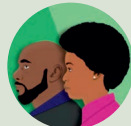
than non-union workers.



Women

African-Americans

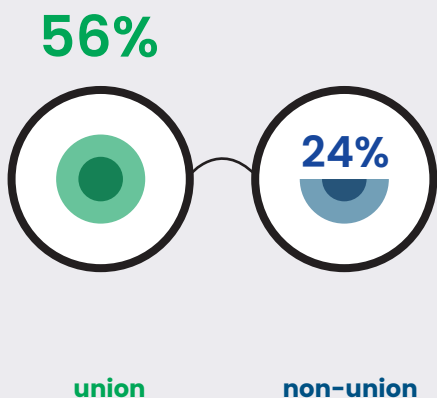
Hispanic Americans



**96%**  
of union members have access to a health care plan

**94%**  
of union members have access to retirement benefits

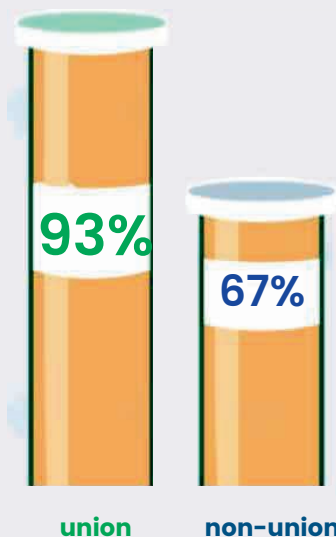
*Union membership provides a voice for all workers in the workplace, the halls of power and our communities!*



Access to Vision Benefits



Access to Dental Benefits



Access to Prescription Benefits

*These union benefits are only protected and strengthened when our union members stand together and we all continue to increase membership within our local unions. Together, we'll prove the union difference!*

Source: U.S. Bureau of Labor Statistics



# EVENTS &

# ACTION

## Remembering the I-35W Bridge Collapse; Our Fight for Infrastructure Investments

15 years ago this year, tragedy struck our state and sent shock waves throughout our country. On August 1, 2007, the I-35W bridge collapsed, killing 13 people and injuring 145 others ...

AFSCME Council 5 members answered 911 calls, dispatched first responders, met ambulances at hospitals, provided Red Cross blood services, controlled crowds and guided traffic to keep Minnesotans safe in the midst of the tragedy and chaos. We worked side by side with other union members, including firefighters, police officers and nurses during and after the tragedy. We Make Minnesota Happen, especially during times of immense pressure and heartache.

### Sounding the alarm ..

Before the I-35W bridge collapse, we blew the whistle on corner-cutting bosses who ignored our warnings about dangerous bridge conditions, and we ultimately convinced lawmakers to invest in safe infrastructure.

But in the aftermath of the bridge collapse, AFSCME members like AFSCME Council 5 Field Services Director Bart Andersen, when a member of Local 221, fought hard to ensure that no other bridges would fall in Minnesota and America. That is why we were proud to be on the leading edge in our fight for the Bipartisan Infrastructure Act that invests hundreds of billions in our nation's infrastructure systems.

AFSCME Council 5 Executive Director Julie Bleyhl, then-Legislative Director, led the charge with our members unified and fighting every step of the way, against Governor Tim Pawlenty and helped secure an override of Pawlenty's veto of a bill that put massive investments in our infrastructure system, including a significant increase in the gas tax that goes directly into our roads and bridges. Minnesotans demanded significant investments in our transportation system and our union continues to lead the effort.

As we honor the 13 people who were tragically lost that day and the lives of the 145 survivors, we renew our commitment to safe roads, bridges, bike paths and transit for all Minnesotans.

We secured massive funding through the Bipartisan Infrastructure Law (more on page 9), but our members will continue to secure legislative reforms to the Taxpayers' Transportation Accountability Act (TTAA) to make sure these investments go to public services,

not outsourced to private industry.

## STRONG CONTRACTS BRING US ALL TOGETHER

AFSCME members in many cities and counties across our state secured deserved wage increases after our members helped secure the passage of the CARES Act and American Rescue Plan that provided critical funding to state and local governments to invest in their workforce and prevent further layoffs and furloughs.

After many hours of negotiations and speaking directly with members about the significant victories in these various agreements, members spoke up in droves and voted to approve these contracts. The power and strength we have as a union is created and sustained by active members in every local, in every part of our state.

As a card-carrying member of AFSCME Council 5, you are part of our collective and powerful legacy to improve the livelihoods of the working-class and our communities through contract negotiations, working together to have your voices, concerns, and ideas heard, testifying at the Capitol and in city halls and county boards, and organizing nonmembers in your work-place to join our union family. We will only continue to build upon our incredible successes and victories by all of us working towards our collective goals of member growth and increased activism.

When we remain united and steadfast in our work to reach strong contracts that recognize the heroic work AFSCME members do every single day, we will successfully build our new future rooted in the lived experiences of the working-class.



## AFSCME MEMBERS MAKE MINNESOTA HAPPEN

AFSCME members in many workplaces and hospitals at Hennepin Healthcare, Regions, the University of Minnesota and otherst of

Minnesota and others have borne an incredible burden the last few years, keeping our hospitals open and caring for many of our families.

AFSCME paraprofessionals, K-12 and Higher Ed clerical and technical workers continue to keep our schools running, our facilities clean and our bookstores operational.

AFSCME transportation workers kept our roads and bridges safe for all of us and local government workers ensured Minnesotans have access to benefits and employment assistance. Workers in our parks, museums, libraries, State Patrol, BCA, police and sheriff's offices, and so many others ensured we continue our legacy of excellent services to the public. And AFSCME workers continued to protect vulnerable elders, adults, and children from abuse and neglect and kept our courts open even in -especially in- moments of crisis.

### Minnesota only works because AFSCME workers do!

## Local 4001 Backpack Giveaway Event, Community Activism

Grace Jones (Local 4001), along with the help of Joel Hoffman (Council 5 Secretary and Local 4001 President), Mary Falk (2nd Vice President, Local 4001), and in collaboration with neighborhood motorcycle clubs in Minneapolis' northside, gathered together in solidarity to give back to the community.

Local 4001 and neighborhood groups gave away backpacks to children, held a raffle for children to receive laptops, served food and snack and so much more. What a great show of love for the community, siblings!

## Local 34 BBQ Event

Hennepin County Local 34 held an amazing BBQ event with members to build solidarity and strength within their local union! Great work!

## Local 744 Picnic

Hastings Veterans Homes gathered in solidarity for their annual picnic to build their local union family and connect with one another. New workers signed membership cards and also became PEOPLE contributors!

## Walker Arts Center Workers Gather Together

Members of Local 4493 at the Walker Arts Center gathered together to socialize and screen print their own customized t-shirts.

**And so many other local unions hosted events, gathered together, and strengthened their solidarity!**

# AFSCME MEMBERS MAKE MINNESOTA HAPPEN



We proudly represent over 43,000 workers, many of whom serve on the frontlines -all of whom are absolutely critical to the well-functioning of our state!

They work in group homes, long term care facilities, K-12 public schools and higher education institutions, and state and local government parks.

Many of our members protect vulnerable children, adults, and the elderly from abuse and neglect, work on construction sites, keep our communities safe, and process crucial paperwork to keep our state functioning. Minnesotans need the services AFSCME members provide now more than ever before. What brings us together are our shared values and always putting others above ourselves.

## CARING FOR OUR NATION'S HEROES

Our union successfully fought for and secured full funding for the construction of three brand new veterans homes that have already started breaking ground -Preston, Montevideo and Bemidji, MN. We will proudly welcome hundreds of new veterans in their communities.

Our union proudly represents the workers in Minnesota's veterans homes from across our state - Silver Bay, Luverne, Minneapolis, Hastings and Fergus Falls -with the construction of these three new veterans homes, **our union will never stop our fight to ensure full funding of new and existing veterans homes.**

Caring for our nation's heroes who have dedicated so much of their life and heart to protecting and preserving our rights and way of life, it is critical of our country, state, counties, and cities to provide the best possible care for our veterans. As the workers who do this work for our heroes, AFSCME members do it best! **We look forward to welcoming several hundred new AFSCME Council 5 members!**

## AFSCME WORKERS FIGHT FOR JUNETEENTH RECOGNITION

Workers at Hennepin Healthcare (HCMC) in Locals 977 and 2474 continue to gather regularly to raise awareness that their

employer continues to refuse to recognize Juneteenth in their contract. Juneteenth was approved as a federal holiday in 2021. AFSCME President Lee Saunders and Executive Director Julie Bleyhl applauded the bipartisan effort to recognize this important time in our nation's history. Saunders and Bleyhl remarked on this effort honoring our values, how far we have come and how far we have yet to go in our struggle for equality.

The AFSCME state employee contracts for 2021-23 recognized Juneteenth as an approved, paid holiday. Many AFSCME county, city, and private/special sector locals have secured this new paid holiday, but our union has prioritized that we will continue our fight to negotiate Juneteenth as a paid holiday in every contract!

This issue remains a huge priority to our union family because "an injury to one is an injury to all" and we must come together to ensure "The Future is Ours!"





# THE UNION VALUE



Corporate-funded organizations are trying to get some AFSCME members to give up their membership and lose their voice on the job. **We won't let that happen!**

***Let's examine at the enormous value of your union membership.*** Your dues provide the resources for a seat at the bargaining table to directly negotiate:

- Strong Wage increases.
- Paid Sick and Vacation Leave.
- Medical, Prescription, Dental, and Vision Benefits at an Affordable Cost
- Short-term and Long-term Disability Insurance
- Life Insurance
- Retirement Benefits
- Dignity and Respect in the Workplace
- Seniority and Due Process Rights
- Fair and Equal Overtime
- Respectable Working Conditions (breaks, overtime, safety, staffing, etc.)
- Fair and Equitable Treatment
- Representation in the workplace and in the halls of power

**Unlike non-unionized workers, WE have a voice in our workplace.**

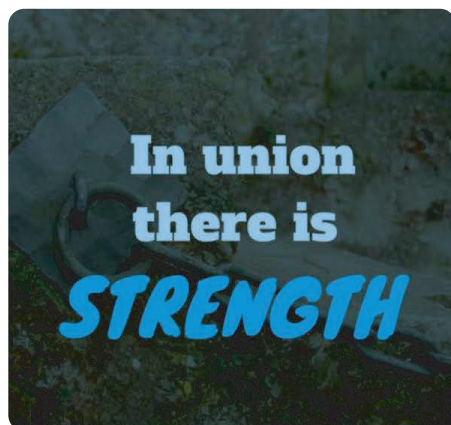
*What do corporate-funded organizations **really** want you to give up and why?*

***Our Voice*** and the ability to negotiate our wages and benefits. The less they have to pay us, the more they pay and reward those at the top. **Union workers earn nearly 20% more than non-union workers!**

***Our Power***, and the boss can play favorites based on who the boss likes, instead of equitable treatment.

***Our Collection Strength.*** When we stand up and stand together, we promote transparency, accountability and change that improves our lives. **United We Stand. Divided We Beg.**

**Together, we prove the Union Difference!**  
**Dignity. Opportunity. Freedom. For All.**



# The Future is Ours

As we work toward our collective goals and the forward direction of our union, we will continue to educate, mobilize and organize our members through grassroots activism and locals being empowered to take action and strengthen the solidarity, safety and unity within every workplace and community.

Workers like you make our union great! When you join AFSCME, you gain the right to offer input, vote on your contract, run for union office, vote for union officers and live a better life. And with your active participation, we will continue to organize more workers to build power in our workplaces, communities, at the ballot box, and the bargaining table.



## THE FUTURE IS OURS

**UNITED, WE ARE STRONGER THAN WE ARE ALONE!**



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