

## HCME Workers (Local 2474) Reach a TA after Worker Action

Last month, workers at Hennepin County Medical Center (HCME) marched in an informational picket to demand a fair contract and to protect their dental plan for future hires. The picket came after negotiations stalled with management, who seemed determined to “sunset” the workers’ dental plan for employees who start in 2021.

L2474 members refused to negotiate away benefits for future workers and fought back hard. They held the picket line for hours in freezing temperatures outside the HCME Specialty Care building.

This week, management finally caved, and L2474 members secured a TA that would protect the dental trust. They also secured a 2.25% raise in 2020 and another 2.25% raise in 2021.

When we fight, we win - congratulations, siblings!

## Greater Minneapolis Crisis Nursery workers (L3481) Reach TA

AFSCME members at the Greater Minneapolis Crisis Nursery perform an essential service in their community: these workers care for children and infants who can’t be with their families due to crises in their homes. This week, after a protracted negotiation process, members secured a TA with guaranteed raises, better pay language, and boosts to worker safety.

At the opening of negotiations, management proposed cuts to PTO accruals, bereavement leave, and



Local 2474 chief steward Aminah Jabbar pickets at HCME for a fair contract.

offering next to nothing in wage adjustments. The L3481 negotiation team eventually went into mediation in search of a fair contract. Meanwhile, AFSCME members and worker allies signed a petition in support of these members and their incredible work.

Finally, the negotiations team secured a contract through mid-2022 that includes a 2% retroactive raise, a 1.15% raise in July 2020, and another 1% raise to follow. Wage boosts also include a raise to shift differentials and a new wage grid, increasing all workers by 25 cents.

The contract also adds language increasing worker safety and securing PTO cashout, union leave, and callback pay.

Thanks to all union siblings who signed the petition and supported the L3481 workers. Congratulations to our powerful siblings at the Greater Minneapolis Crisis Nursery!

## Participate in the DFL Caucus!

For the first time in many years, Minnesota will use a primary election instead of precinct caucuses to determine how the state’s delegates vote at the presidential nominating conventions. But don’t forget: precinct caucuses are still happening, and they are more important than ever.

**The 2020 precinct caucuses will be held THIS TUESDAY, February 25 at 7PM.**

Though participants will not be voting on a presidential candidate until March 3, **your voice is needed** to make sure that labor champions for state and local office win the DFL nomination. Check out all AFSCME Council 5’s endorsed candidates at [afscmemn.org](http://afscmemn.org).

You can find your precinct locations at [caucusfinder.sos.state.mn.us](http://caucusfinder.sos.state.mn.us).

Your union family needs you to caucus for labor-endorsed candidates on February 25 AND vote in the presidential primary on March 3!

## 2020 MSRS Board Elections Approaching

The MSRS Board of Directors is responsible for the oversight of our pension administration, fiduciary health and investment decisions. MSRS is conducting an election to fill four positions on the MSRS Board of Directors.

**Monday, March 2 is the deadline to vote.** Votes will be tallied on Thursday, March 19, and results will be announced at [msrs.state.mn.us](http://msrs.state.mn.us) shortly thereafter.

These elections are important in the fight to keep our pensions safe, secure and stable for ourselves and future public workers. **Eligible members: remember to vote!**



**Minnesota Union  
 Women & Femmes Retreat**

*Too Woke to be Tired:  
 Moving Forward  
 with Radical Persistence*

**April 8 - 10, 2020**

**Don't miss this chance to meet with other labor women and femmes!**

**Sign Up for Minnesota Union Women and Femmes Retreat**

The University of Minnesota Labor Education Service (LES) is hosting their annual Minnesota Union Women and Femmes Retreat **this April 8 - 10 at Ruttger's Bay Lake Lodge** in the Brainerd Lakes Area.

The Union Women and Femmes Retreat is part of a series of programs sponsored by the Labor Education Service to foster greater participation by women and femmes in their workplaces, unions and communities. You do not need to be a union member to attend, but you should be interested in being active on workplace issues.

**The deadline to apply is March 27, 2020.** Apply now at the LES website, hosted by [carlsonschool.umn.edu](http://carlsonschool.umn.edu).

Women and femmes of color, younger activists, and to those from under-represented groups are particularly encouraged to attend.

**A limited number of scholarships will be awarded.** Priority will be given to women and femmes from under-represented groups and who do not have organizational funding available. Application forms are available on the LES website. **Deadline to apply for a scholarship is March 6.**

**Register for a 2020 Financial Responsibility Training**

This training is offered and conducted by AFSCME International. Anyone in your local who signs checks or conducts audits is welcome and encouraged to attend. Trainings will take place at the **AFSCME South St. Paul office** (300 Hardman Ave. S., South St. Paul MN, 55075) on **March 26, April 22 and October 29 of 2020**; an additional training will be held at the **AFSCME office in Duluth** (211 West Second Street, Duluth, MN 55802) on Wednesday, September 9.

All classes run from **9AM-4PM**. To register, contact the MAC at the Council 5 office at (651) 450-4990, toll-free at 1-800-652-9791, or by email at [council5@afscmemn.org](mailto:council5@afscmemn.org). Financial Responsibility Training is \$20 per person, which includes \$15 for lunch and \$5 for materials. Please inform us of any dietary restrictions or allergies at the time of registration.

**Want to Go Paperless?**

All our Action Updates are available on the Council 5 website ([afscmemn.org](http://afscmemn.org)) in printable PDF form. Do you currently receive paper copies of Action Update and would like to make a switch to digital-only? Contact Gail Grant at [Gail.Grant@afscmemn.org](mailto:Gail.Grant@afscmemn.org).

**Get in on the Action**

Action Update comes out every two weeks for locals and activists. Download a copy at [afscmemn.org](http://afscmemn.org). Email [communications@afscmemn.org](mailto:communications@afscmemn.org) with news and events you'd like shared in our next update.

**Attend a Council 5 Regional Planning Meeting**

As part of our strategic plan, AFSCME leaders are holding regional planning meetings for members across the state.

**All members are invited to attend the next round of meetings.**

Stay tuned for more opportunities to gather with fellow AFSCME members in your region!

- Mankato: **March 10** at 5PM; location TBD
- Brainerd: **March 16** at 4PM; Central Lakes College, 501 W College Dr, Brainerd
- East Metro: **March 18** at 12PM; AFSCME Council 5, 300 Hardman Ave. S., South St. Paul MN
- St. Cloud: **March 23** at 4PM; location TBD
- Rochester area: **April 7** at 4PM; American Legion 1100 2nd Ave NW, Stewartville
- Bemidji: **April 8** at 4PM; Bemidji MNDOT Office, 3920 US-2, Bemidji
- Willmar: **April 14** at 5PM; AFSCME Willmar office, 1350 1st St. S, Willmar
- West Metro: **April 22** at 4:30PM; 312 Central Ave. SE, Minneapolis (Room 365)

For the latest information about all AFSCME Council 5 events, check the calendar on our website.

**See you there!**

**Mark Your Calendars**

Event	Date	Place/details
DFL Precinct Caucuses	Tuesday, February 25; 7PM	locations vary
Deadline to vote in MSRS Board Elections	Monday, March 2	MSRS website
Presidential Primary	Tuesday, March 3; 7AM	locations vary
Financial Responsibility Training	Thursday, March 26; 9AM	AFSCME Council 5 office
AFSCME Day on the Hill	Tuesday, March 31	Visit <a href="http://afscmemn.org">afscmemn.org</a> for details