

Take Our Post-Election Survey

AFSCME members across the state stepped up to propel pro-worker candidates to victory this fall. We want to make sure that our election engagement is effective, informative and connects with members so that we can continue building on our progress and moving Minnesota forward.

Please take a moment to fill out our short post-election survey to help us evaluate our 2018 election efforts. Just go to www.surveymonkey.com/r/RJ55VDM or visit our Facebook page and click on the pinned post at the top.

Local Sending Holiday Cheer to St. Jude's

Members of Local 1539, Rush City Corrections, are holding a holiday fund drive for St. Jude's Children's Hospital. So far, the local has raised more than \$800. They've also set a goal of sponsoring 78 "Cuddle Bear Sets." The sets cost \$25 each, and include a teddy bear and book that children receive when they become patients at St. Jude's. Visit www.bit.ly/2RWcbx9 to sponsor a cuddle bear set.

Is your local union joining together to give back this holiday season?

Email Trisha.Harms@afscmemn.org with details!



AFSCME members and staff gather outside the United Labor Centre in Minneapolis before heading out to knock doors during a Labor Day of Action to elect pro-worker candidates.

Locals Ratify Contracts

Local 3931, Red Cross approved a three-year agreement for both the collections and manufacturing bargaining units. The contracts include 2.25 percent raises in the first year, plus one-time lump sum bonuses of \$400 for full time and \$200 for part time employees. All members will get a 3 percent wage increase in the second and third years of the contract. The agreement includes health care improvements and improvements on holidays, paid time off, scheduling, breaks and meal periods.

Local 517, Washington County ratified a two-year contract with 2.5 percent raises each year, plus a 3.75 percent range movement in the first year and 3.5 percent range movement in the second year, for a total of 6.25 percent in 2019 and 6 percent in 2020. The agreement includes a new paid parental leave benefit. Beginning January 1, the County will provide three weeks of paid leave to new parents upon the birth or adoption of a child.

Tentative Agreements Reached

Local 3558, Franciscan Health Center reached a tentative agreement for a three-year contract with 3 percent plus \$.05 wage increases across the board for all three years. Proposed language regarding union leave, union access and new member orientation was accepted by the employer, and we successfully prevented any takebacks from being included in the agreement.

Local 3558, Human Development Center reached a three-year agreement that includes 2 percent raises each year – a huge win after the employer offered just 0 percent in years one and two and 1 percent in 2021. The TA includes improvements to on-call pay, vacation, and sick and parental leave, including foster care. They also won new member orientation access and no cap on union leave.

New Titles Accreted

AFSCME Organizers at Hennepin Health Care (HCMC) have been hard at work, building power by growing our union. As a result, we've accreted two new job titles (Youth Program Developer and Program Coordinator Interventional Pain Clinic) into Local 2474, with more accretions on the horizon at HCMC.

Scholarship Deadlines Approaching

Several scholarships are available for AFSCME members and their families. Applications for these scholarships for the 2019-2020 school year are quickly approaching:

AFSCME Family Scholarship: To help defray some of the costs of college and honor worthy students, the AFSCME Family Scholarship Program provides 10 \$2,000 scholarships to graduating high school seniors. These awards can be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study. The scholarship, which can be used for any field of study, is open to children and dependent grandchildren of active or retired AFSCME members. The deadline to apply is **Dec. 31, 2018**.

Union Plus Scholarship Program: Since 1991, the Union Plus Scholarship Program has awarded more than \$4.3 million to students of working families who want to begin or continue their post-

secondary education. Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the fall of 2019. Students may re-apply each year. The deadline to apply is **Jan. 31, 2019**.

The Gerald W. McEntee Scholarship: This one-time prize of \$5,000, to be used for higher education costs, is awarded to one AFSCME member who best exemplifies former President McEntee's commitment to strengthening our union through organizing, building political power for working families, defending workers' rights and supporting public services. The deadline to apply is **Jan. 31, 2019**.

Visit www.bit.ly/2rhEkn6 to learn more and apply for these scholarships.

New Report Proves Fight for \$15 Lifting Workers, Boosting Economy

Since 2012, \$68 billion in annual raises have been won by 22 million low-wage workers as a result of the Fight for \$15 movement, which has helped workers in Minneapolis and St. Paul achieve \$15/hour minimum wage ordinances. Learn more about the impact of the movement at www.bit.ly/2Pg6okt.

New Minnesota Leadership Already Getting to Work

They haven't even been sworn in yet, but Governor-elect Tim Walz and his partner, Lt. Governor-elect Peggy Flanagan, are already hard at work filling administration positions and further developing

the One Minnesota vision that propelled them to victory in last month's election. Walz and Flanagan recently wrapped up a five-day listening tour of the state, stopping in more than two dozen communities for input on structuring their new administration. The pair intentionally visited regions of the state where they did not receive strong support, to help bridge divides and increase engagement across Minnesota.

In addition to the tour, Walz and Flanagan have been fleshing out their policy agenda for the upcoming legislative session. Paid sick time and paid family leave are top priorities we're excited to support.

Get in on the Action

Action Update comes out every two weeks for locals and activists. Download a copy at afscmemn.org. Email Trisha.Harms@afscmemn.org with news and events you'd like shared in our next update.

Mark Your Calendars

Event	Date	Place/details
Gubernatorial Inauguration	January 7, 2018	State Capitol, St. Paul
Minnesota Legislative Session Begins	January 8, 2018	State Capitol, St. Paul