



Corrections Courier

LOCAL 552 NEWSLETTER

JUNE 2020

The following is a message from President Latonya Reeves:

Hello everyone! I want to thank each one of you for your hard work and dedication throughout this Pandemic and Civil unrest in regard to the death of George Floyd. You have all shown exemplary dedication to the work that you do. Please continue to reach out with any questions that you may have and take care of yourself and each other. During these uncertain times, we have to work together for justice and equality. This newsletter contains information from Council 5 and the International Convention in August of 2020, along with information from your hard-working Executive Board Team!

Again, thank you for all the work that you do! I will continue to send out board meeting notes and all other pertinent information to your personal email (if on file) and county email as appropriate. A special thanks to all of the Stewards and E-Board members who have tirelessly worked to advocate on your behalf, especially during this pandemic. Continued blessings to you all as we weather this storm and times of uncertainty. Take time for yourself, enjoy the sun and don't work too hard 😊.

Respectfully,

Latonya Reeves

Career Probation Officer



AFSCME Council 5 honors the life of George Floyd and extends our deepest condolences and solidarity to the family and loved ones of George Floyd. We mourn with you and all people affected by tragedies like these.

“The death of George Floyd is an absolute tragedy and should never have happened. Do not become numb or blind to injustice. We must stand together with all of our neighbors and reject discrimination, hate, and prejudice in all its forms,” said AFSCME Council 5 Executive Director Julie Bleyhl.

"The killing of George Floyd was a shocking and heinous act of violence that demands accountability, transparency, and justice. There can be no public safety unless innocent, unarmed African Americans and all residents feel safe walking the streets in their own communities. As a union that represents several thousand law enforcement officers and a union that has long been in the vanguard of the struggle for civil rights, AFSCME believes we cannot be forced to choose between racial justice or effective policing. A free and healthy society can and must have both," said AFSCME President Lee Saunders.

AFSCME Council 5 supports peace, justice and humanity for all.

We must protect each other and rebuild. Together, we will build an inclusive world and see the changes and reforms made that our communities need.

“The ultimate measure of a man is not where he stands in moments of comfort and convenience but where he stands at times of challenge and controversy,” said Dr. Martin Luther King.

AFSCME Council 5 Executive Director Julie Bleyhl calls for Bob Kroll’s immediate resignation and for us rebuild our communities in the image of Dr. Martin Luther King Jr.

June 2, 2020 - AFSCME Council 5 joins together with the Minnesota AFL-CIO and other unions in calling for the immediate resignation of Bob Kroll as president of the Police Officers Federation of Minneapolis.

Union members have a moral obligation to call out injustice and racism when we see it. Our union has a special and spiritual connection to the civil rights movement and we cannot move forward in our movement without directly calling out the problems that exist in our society. This includes calling out Bob Kroll and members of the Minneapolis Police Department who are standing by and supporting their leadership’s inflammatory statements and action that are antithetical to our shared values of justice, equity, and fairness for all. Racism is painfully visible

in our communities. “An injury to one is an injury to all” and no matter our race, religion, socioeconomic status, gender identity/expression, sexual orientation, political identity or the like, we must call out those who perpetuate violence and hate in all of our communities, especially in communities of color. Unions exist to protect the rights of working people, not to prevent the justice system from doing what is right. We are pleased that Attorney General Keith Ellison will be leading the prosecution of George Floyd’s killer. The three other officers involved should be held accountable and charged. The Minnesota Department of Human Rights has filed charges against the Minneapolis Police Department in order to investigate their policies, practices and procedures.

As AFSCME President Lee Saunders said, "The killing of George Floyd was a shocking and heinous act of violence that demands accountability, transparency, and justice. There can be no public safety unless innocent, unarmed African Americans and all residents feel safe walking the streets in their own communities. As a union that represents several thousand law enforcement officers and a union that has long been in the vanguard of the struggle for civil rights, AFSCME believes we cannot be forced to choose between racial justice or effective policing. A free and healthy society can and must have both."

Brothers and sisters of color: We stand with you. We mourn with you. We will always fight alongside you. We call on Bob Kroll to immediately resign and encourage rank-and-file members within the Police Officers Federation of Minneapolis to speak out and work with us and communities of color to build trust. We must work together to reform our systems so that they are truly just, equitable, and moral. Together- we can and will create our future in the image of Dr. Martin Luther King Jr. and when we do, we will have all finally reached the 'promised land'.

Message from Julie Blehyl, Executive Director of Council 5

AFSCME Council 5 Call to Action

The COVID-19 pandemic is exacerbating the inequalities in our communities and systems. AFSCME Council 5 continues to fight for equity and critical investments all of us benefit from. We as a union focus on the financial, emotional, and physical well-being of our members and work every day to carry their concerns with us in our work with members in workplaces and in the halls of power. We continue to be inspired by our members’ response to our calls to action, but more is needed. This pandemic has not slowed down and neither will we as a union. We urge congressional and state legislative leaders to prioritize the needs and demands of workers in this time of crisis. Without them, our country wouldn’t function. Members, we need you to:

1. Push the Trump Administration to fully activate the Defense Production Act for corporations to create and distribute the Personal Protective Equipment that all workers need during this time of crisis. **ACT NOW** by clicking [here](#) and sign a petition to demand this live-saving power of the federal government. We cannot let corporate greed be placed above the lives of working people. In the meantime, we cannot wait for Trump to get his act together. Our members are working right now to put their love and heart into creating homemade PPE. Join us and sign up [here](#).
2. Tell Congress to save state and local governments! Layoffs and furloughs are happening around our state and country as a result of a loss in revenue due to increased unemployment, lack of sales tax due to closures of bars and restaurants, and more. We cannot put the health and safety of workers below

corporate interests. As a result, we need Congress to pass a robust additional \$300 billion aid package for all state and local governments and free up the \$150 billion we helped secure in the last aid package for state and local governments, invest in our schools, and much more! Send a message to Congress by signing this petition!

3. Become an advocate for universal health care for ALL as a right and not a privilege. Our country is failing to live up to our shared values of serving the poor and middle-class workers. We must do better and guarantee health care for every American. Right now is the perfect time to advocate for this right. While the wealthy and well-connected are getting more powerful, working people are continuing to worry about access and ability to pay for health insurance and their premiums and co-pays if they have insurance. Workers are worried about how they will afford to pay for exorbitantly priced prescription drugs and are watching loved ones and themselves being hurt by a system that benefits the few at the top at the expense of the rest of us. We need Congress to pass legislation guaranteeing healthcare for all.

4. Fight for mental health investments so we can truly modernize our systems to care for the well-being of Minnesotans and all Americans. We have fallen behind as a nation and state with regard to funding mental health services. In this time of panic, many unknowns, and social distancing and isolation, now more than ever we must come together and listen to our friends, family, coworkers and strangers and fight for a properly-funded and staffed, modernized mental health care system. Tell your Members of Congress to make these critical investments! You can also join our Mental Health Summits here and take our mental health survey!

5. Take to social media with the hashtag #FundTheFrontLines and #AFSCME5Proud and share a short video of how this pandemic is affecting you, your family, friends and community and why it is critical that politicians and leaders hear the concerns of working people. We need you to share your voice. Please tag us at @afscmemn5 on Facebook, Twitter, and Instagram and email us directly at communications@afscmemn.org with your stories, videos, and comments. Our union family must continue to share our perspectives with leaders and the public.

6. Sign this "thank you" note (https://actionnetwork.org/petitions/thank-governor-walz-for-his-leadership-on-covid-19?source=direct_link&) to express your support for Governor Walz's decisive, evidence based directives! Folks around the state and country are urging him to end the Stay at Home order too quickly. We must continue to prioritize the lives of working people over corporate interests. We are in unprecedented times of crisis and nervousness that we as a nation have not experienced for quite a while. As a union, we have the "People Power" to fight back against corporate greed and put the interests of working people at the front of the line. We can only ensure this is a possibility if we work together, share our stories and stay connected. Siblings, "We Make Minnesota Work." We must remain united and continue the good fight for the benefit of our members.

Chief Steward's Message:

Members may have more questions than ever during this incomparable time, with so much uncertainty about so many things. While Stewards do not have all the answers, we will do our best to work with you to get you the information you need.

Please reach out to any of your Local 552 Stewards with questions or concerns and remember to always request to have a Union Steward present with you if called in for questioning or a disciplinary meeting with a supervisor.

Take care, stay safe, and support each other.
Cortney Foster and Tina Wood

Seniority FAQ

The County completes an updated Seniority List on an annual basis. They have provided the Local with the most recent list and information provided by members who believe their date is inaccurate should contact Latonya Reeves immediately. Once it has been finalized, it will be sent out to our members. At this point, no one in our Local has gotten notice they will be laid off. We understand that there have been many questions about this and hope to answer and clarify those questions that have been asked most frequently.

“If the county starts laying people off, I understand it has to use DOCCR seniority, however, does it also go by unit?” Our labor contract requires that the county measures a PO’s seniority by most recent date of hire to DOCCR; we do not measure seniority by unit, division (juvenile or adult, for example) or by status of part time or full time employment.

What is the date in APEX that is relevant for seniority for layoffs? Seniority for L552 is defined at Article 6 – it differs from most agreements’ seniority definitions. Rather than viewing APEX data, which can be confusing, review the seniority list Labor Relations hosts on line: <https://hconnect.hennepin.us/LR/Seniority/Forms/AllItems.aspx> In the event of layoffs, these lists will be re-run to capture up-to-the-minute data.

“So if the county wants to lay off X number of PO's, do they just start at the bottom of the list, or does it start in specific units?” The employer can choose to eliminate positions in specific units. This does not mean that if someone is in a position that is eliminated, that employee is forced to leave DOCCR.

“So, X number of PO's need to be laid off in a specific unit and their DOCCR hire date is only applicable with the fellow people in their unit?” No. The employees in the affected unit are subject to layoff but might have bumping rights (based on DOCCR seniority as a PO) over less senior employees in other units.

What does the lay-off look like for an example for someone who is a relatively new PO but who has 10 years of County seniority, say as a CO and then as a PO. Based on DOCCR seniority, the employee would likely have bumping rights to a PO position; the employee will not have rights back to his CO class.

If reassignments have to occur between units, what is the process? This is not covered by the contract. Our Local has asked management about this topic and we have requested to be part of the discussion when/if these reassignments will need to occur.

For those members that started as a limited duration employee, how does that affect seniority? The contract does a good job of answering this difficult question (the short answer is 'sometimes LD time counts'). This is the language in the contract: "C. An employee appointed to a regular position in the same job class and department as they were employed as a limited duration six months or less employee or as a Limited Duration with Benefits employee shall have seniority for purposes of layoff and recall from the employee's most recent date of hire as a LIMITED DURATION EMPLOYEE provided such limited duration and regular appointments are contiguous and sequential. (Limited Duration No Schedule employees whose work schedule is intermittent, non-continuous or irregular in nature are excluded from this provision)." The seniority lists hosted at the Labor Relations account for LD time when it's appropriate (and excludes LD time when it's not).

If PT positions are eliminated, will those PT employees have the option to move to a FT position, if they are more senior? A less senior (but FT) employee is laid off before the more senior (PT) employee. In this scenario, the PT employee would have the ability to move into a FT position only to fill a vacancy.

If reassignments have to occur between units, will this be based on seniority? For example, say the PSI unit loses one FTE, but everyone in the unit is senior enough to avoid being totally laid off. What determines who gets reassigned? General DOCCR seniority date? Unit seniority date? If the job duties are similar and there are no KSA exceptions, the least senior employee is reassigned (looking at the DOCCR seniority as defined in the contract).



Outside Employment

In March 2020, a policy for review concerned outside employment (a second job outside your job with DOCCR). This raised some questions about practices in this area and is important to consider whether you currently have outside employment or will be concerned about this issue in the future. The DOCCR policy states:

Obtain written approval by your supervisor or manager prior to engaging in other employment, activity, or enterprise for private gain, and of changes in status of other employment, activity, or enterprise for private gain.

The other applicable rule for outside employment is in Human Resource Rule 16.4 which can be found on the SharePoint page by looking at the Human Resources section under HR Rules. If you have outside employment and have never looked at this, it would be good practice to familiarize yourself with the rule.

Therefore, anyone with outside employment, does need to get consent from their supervisor. This consent is maintained and does not need to be annually reviewed or requested again if it remains the same duties and employment of the original approval. On occasion, clarification about whether that outside employment is a conflict of interest may arise, and there may be a need for an independent opinion from the County Attorney's office. If you ever have a concern that your outside employment circumstances have changed and could present a conflict of interest, it is in your best interests to raise this issue with your supervisor.

Tips:

- Print out and retain a copy of the outside employment approval since email retention can affect whether this is easily accessible in years to come and to provide to a new supervisor, if requested.
- Keep your schedule re: your outside employment so you can verify hours if you are working that job in "traditional" daytime hours.
- Never use County resources (email, office supplies, etc.) for outside employment purposes.

Nomination and Election Guidance Local Union Officers and AFSCME International Convention Delegates

- On April 14, 2020, President Saunders convened a special meeting of the AFSCME International Executive Board to address issues related to AFSCME officer and International Convention delegate elections during the COVID-19 pandemic. The International Executive Board confirmed its action to move the 2020 AFSCME Convention from Los Angeles, CA, to a virtual online convention, setting the dates of the Virtual Convention as Thursday, August 13, beginning at 2:00 p.m. Eastern and Friday, August 14, at 2:00 p.m. Eastern. In order to maintain union democracy while following the social distancing protocol, the International Executive Board voted to suspend the provisions in the AFSCME Local Union Election Manual and Retiree Election Manual, which require an in-person nomination meeting for Convention delegates and for affiliate officers. The suspension will be in effect through August 31, 2020. Under these guidelines, all members must still be afforded the opportunity to nominate, be nominated and challenge the eligibility of candidates, and this may be done virtually. If membership size and regional social distancing requirements allow, local unions are still permitted to meet in person for nominations and/or elections.
- NOMINATIONS
- The waiver enables local unions to mail one notice that includes the requirements for nominations and procedures for elections. The notice should clearly communicate how to submit nominations and use procedures that are available to all members. Nominations can be made by email or other documented or recorded methods that enable all members to participate. Once nominations are completed, the membership must be notified of the nominees as quickly as possible and in a manner that gives all members an opportunity to challenge a nominee's eligibility before the voting begins, including before the ballots are prepared or mailed if a mail ballot is being used. The candidate list must be communicated to the membership in at least one of the following ways:
 - U.S. mail
 - Email
 - Posting at the worksite (if possible)
 - Answering machine message
 - Local union or other subordinate bodies' websites
- **IF YOU ARE INTERESTED IN ATTENDING, PLEASE LET LATONYA REEVES KNOW AS SOON AS POSSIBLE. DELEGATES WILL BE ELECTED AT OUR UPCOMING GENERAL SESSION MEETING. THANK YOU!!**

**PROUD
to be
UNION**

Memberlink

If you are not on Memberlink, please sign up at <https://members.afscmemn.org/>. This will allow you to see all of your information with Council 5, including perks and discounts, the Local 552 Contract and other forms. In addition, in order to receive lost time or reimbursement for union-related expenses, you need to complete the appropriate financial information here.



Ways to stay informed.....

- **Facebook** Contact Lisa Dubbeldee if you would like to be invited.
- **Our Local 552 Contract** County site under the Labor Relations page
- **Group email** Do you want to be reminded about our general meetings and other important events? Send Brenda Wood an email with that request and you can be added to the list.
 - **Our Website!** At last our website is back but under a new name. You can find us at local552.org

2019-2020 Local 552 Executive Board

President: Latonya Reeves 612-596-1745

Vice President: Norm Meier 612-348-5735

Treasurer: Nicholas Krueger 612-348-9232

Secretary: Brenda Wood 612-348-5274

Co-Chief Stewards: Cortney Foster 612-348-2830

Tina Wood 612-348-0152

Stewards:

Randall Atkins 612-596-8237

Lisa Dubbeldee 612-348-2880

Rico Foster 612-348-4068

Pat Guernsey 612-596-0493

Bobbi Harrington 612-348-3657

Kelly Kalla 612-543-4180

Rachel Lipkin 612-348-3780

Alexis Riehm 612-596-0132

Diane Slais 612-348-7753

Christina Thompson 612-348-2898

Cara Valdez 612-235-1415

Kellie Walz 612-596-7631

Local 552 Meetings 2020

June 24, 2020

July 22, 2020

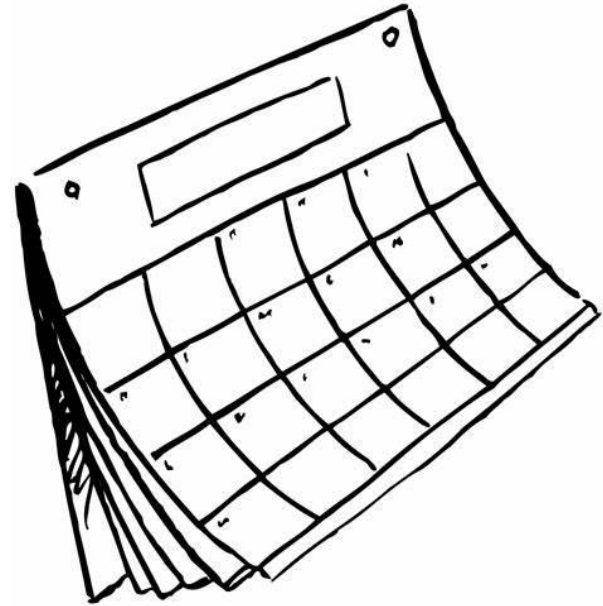
August 26, 2020

September 23, 2020

October 28, 2020

November 18, 2020

December 23, 2020



Due to the Covid 19 situation, we have continued to have our monthly Executive Board meetings and our general session meetings, however, for the foreseeable future, we will be having our meetings via zoom. Each month, we have been sending out the meeting notice with the agenda. These notices come out through text messages reminders from Council 5 (if you have a current cell phone listed) and from the group email list maintained by Brenda Wood. If you are interested in attending a meeting, please send an email from your personal account to Brenda Wood at: brendawoodlocal552@gmail.com after the meeting notice comes out so I can send you an invitation. You can also let me know if you want to be on the group email list which is sent to your County email. Note: Each of these contact lists are used sparingly, you will not be inundated with information from these sources!



Check out the AFSCME website at afscmemn.org for the AFSCME endorsed candidates for the 2020 elections!