

# AFSCME A NEW VOICE

a monthly newsletter for the members of AFSCME Local 2822

## After Janus, We Must Unite!

Shane Clune, Co-Chief Steward, East Lake Library

On Wednesday, June 27, the United States Supreme Court ruled against workers in the case of *Janus v. AFSCME Council 31*. I gave the following speech that evening, as part of MN Workers United's emergency rally in response to that anti-worker decision. The rally was held at 701 North 3rd Street in Minneapolis, a site of historical significance to the 1934 General Strike that turned Minneapolis into a union town.

*Brothers and Sisters, We're here to mark the passing of an era. The era of business unionism is over. Labor peace is dead. Today is our first day in a new world, and we must choose what that world looks like.*

*Our unions have become shadows of their former selves. Though necessary and indispensable, they were insufficient to the task of advancing the status and work-life of working people. This is because we got complacent. Fair-share fees paid for big organizations with lots of overhead. We fell from solidarity, retired from fighting, and became just another fee-for-service organization, another business that wants workers' money and spends that money lobbying congress.*

*We stopped helping each other fight and delegated the fighting to somebody else. Too many times we told our members not to fight, to take a bad deal, because fighting meant taking a risk. That is called labor peace, and we drank its wine to quiet our fighting spirit. Janus is our hangover.*

*We cannot go back to the way things were.*

*Good riddance. We must look to how our brothers and sisters, past and present, have taken up the fight. We must look to the Pullman Strike, to Blair Mountain, to the Teamsters Strike that took place on this sacred ground. We must look to the teachers strikes in West Virginia and across the nation. We must look to all of these to see how we must fight and win when the law does not recognize our rights. And like those brave workers we must do what needs to be done.*

*Solidarity, brothers and sisters.*

Our union represents everyone. We work together to fight for all workers to gain power, respect, higher wages, and better working conditions. No law or court case can change that.

But if you are not a member of this union you have a choice to make. Before *Janus*, you chipped in to the fight even if you weren't a member. After *Janus*, you can either be a member and pay dues, or you can be a nonmember and contribute nothing. We will always fight for you but we would rather fight *with* you.

If you are a member, get ready. A mass propaganda campaign is already in motion to trick you into dropping your membership. Get ready for calls and ads from people who don't want you to have a union. They may pretend they're trying to help you out. What they really want to do is help you *out of their way*, the way to their profit and your exploitation.

The work of the union has not changed; in fact we have to fight harder now to prepare for the coming wave of union busting that will follow. Now, more than ever, we must unite and do our duty. We must unite and do it well.

August 2018

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**August**  
**Membership Meeting**  
**Wednesday, August 1**  
 Minneapolis Central Library  
 Doty Board Room  
 6:30PM  
**Special Order of Business:**  
 Nomination of delegates to  
 Council 5 Statewide  
 Convention

**September**  
**Membership Meeting**  
**Wednesday, September 5**  
 Minneapolis Central Library  
 Doty Board Room  
 6:30PM  
**Special Order of Business:**  
 Election of delegates to  
 Council 5 Statewide  
 Convention

**We want YOU at our meetings! We will accommodate you, pay for parking, transportation, lost time from work, and childcare.**



## You are invited to Solidarity Summer Picnic Fun!

**Local 2822 Picnic**  
**Sunday, August 5, 12PM-6PM**  
**Theodore Wirth Lake Beach**  
**3200 Glenwood Ave, Minneapolis**  
 Drop by when you can! Bring something to grill and something to share! Families welcome.

**AFSCME Family Picnic**  
**Sunday, August 19 1-5PM**  
**Battle Creek Regional Park, Maplewood**  
 This is the annual MN AFSCME picnic for members, families, and allies. Come for food, prizes, and solidarity.



## **Labor-Management Health Care Consensus Committee Update: Shane and Brianne's Take**

Shane Clune and Brianne Carmichael,  
2822 LMHCC delegates

The Labor-Management Health Care Consensus Committee met on June 28 and made an agreement. We voted to accept the County's offer of .93% increased premiums, divided across plans and no changes to deductibles or copays.

When last year's premium hikes and benefit cuts pushed more costs onto the sickest and poorest workers in the county, we protested. The deal that was proposed last year was so odious that we could not accept it, which left us at the mercy of the County Board. As we all saw, this resulted in increased premiums, deductibles and out of pocket maximums, which hit our sickest and lowest wage earners significantly.

This year, we were prepared for another

bad deal, so when the County proposed a comparatively small increase (a total of .93% increased premiums, divided across different plans) and no changes to deductibles or copays, many of us in the room were caught off guard. Having expected something worse, many were unable to hear the legitimate criticisms of the plan proposed. This resulted in the rejection of several counter proposals, including one proposal for no change and another for only .5% increase. (It should be noted that the actuary recommended a .6% decrease.)

Our local, however, made clear-eyed critiques of the deal that we were given. We made it clear that it is ethically dubious to continue pushing costs onto the sickest workers. We made it clear that the so-called industry wisdom, that insurance plans should not decrease premiums, deductibles, copays, or coinsurance, means that any premium increase is money we can't get back. We made it clear that our workers are already being

bled dry by spiraling costs of living.

Ultimately, your 2822 delegates voted to accept the County's proposal of a .93% premium increase and join the other members of the committee in consensus for one reason: we cannot risk any higher premium changes, which could have been a possibility had a non-consensus occurred. We recognized that if the county commissioners were allowed to have their say, there was a strong chance they would have reviewed the data less favorably thus electing for higher premium increases. While we wish that our fellow committee members had considered the alternative plans proposed, we came to a consensus to accept a non-ideal plan with reservations and hopeful future considerations. So, as we look forward and if the fund continues to grow, we will pursue actual improvements to our insurance plan, which includes reductions in deductibles, reduced out of pocket maximums, decreased premiums and better plan benefits.

## **2822 Worksite Spotlight!**

**Kameron Alexander, Public Safety Records Clerk and 2822 Steward**  
**Juvenile Detention Center, Department of Community Corrections and Rehabilitation**

**Number of 2822 workers:** 6 (Normally 7, but have open POS position)

**Job classifications:** Public Safety Records Clerk (PSRC), Principal Office Specialist

**What do you do there?** As a PSRC, we do the admissions/booking of youth that come into the Juvenile Detention Center (JDC). We make the determination of whether or not the youth is accepted into the JDC (Based on New Charges) and if accepting into the JDC, we determine if they are going to be detained or released based on the Risk Assessment Instrument, and schedule a detention court hearing. We are also the primary phone number for the JDC, so we get all/most of the phone calls. We also do juvenile warrant checks for all Hennepin County law enforcement agencies. Additionally, set-up court dates for Hennepin County, sign and release warrants.

**What's a favorite aspect of your job?** I enjoy the people I work with.

**What's a challenging aspect of your job?** The job itself is continuously challenging. Working with other counties, as well as courts, they are always throwing something new into the mix of how we do our job.

The amount of responsibility that we have can sometimes be a detriment, as we determine whether or not to detain youth, if we make the wrong decision, it can mean that you will be investigated and disciplined.

**What are some ongoing workplace issues at your worksite?** Higher Wages, Forced Overtime, Career Paths, Clothing Allowance

**What are some actions/solutions/remedies you and your co-workers are talking about?** Wage increases, Forced Overtime Language in the Contract, Clothing Allowance

**Anything else other 2822 members should know about your work area?** We are in a 24-hour facility, and work non-traditional 12-hour shifts. Forced overtime means that we are mandated to work an additional 4-hours due to vacations and sick call-ins, if there is no one to replace us. As our current contract stands, there is no forced overtime language to protect the PSRCs from being forced multiple days in a row. We've been working to add language about forced overtime into the next contract.

**Work area union contact:** Kameron Alexander 612-348-5868 (Union Steward)

**2822 Worksite Spotlight** is new regular newsletter feature to shine the light on the important work 2822 support staff do in every department of Hennepin County. If you want your worksite to be in the spotlight, contact Lindsey Fenner, [lindsevafenner@gmail.com](mailto:lindsevafenner@gmail.com)

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## United We Bargain, Divided We Beg!

On June 29, AFSCME Local 2822, representing clerical and support staff in Hennepin County, presented our supplemental contract proposals to the County (a full copy of our initial proposals is available on our website). The Master Contract Bargaining on Wages continues in August.

On the face of it, the County's response to our proposals was "NO!" This is what we expected: we came to the table with significant contract changes, adding or changing language based on serious workplace issues we have seen over and over again. Despite the County's response, the meeting was a win. We got the County on record, saying that they aren't doing what they need to be doing. We have them on record that certain issues are not being properly addressed, lack transparency, or need clearer processes. We also forced the County to look into the way it **handles volunteers, uniform allowances, in charge pay, the Position Description Questionnaire process, staffing levels at the Juvenile Detention Center, and allegations of discrimination and disrespect**. We got them to acknowledge the issues we brought forward. They can no longer claim ignorance.

The County also told us that we are right to be concerned about the misuse of management discretion. They agreed that we share the goal of alleviating racism and discrimination. But they also said that those goals are not worth pursuing through the contract.

They may want to deal with us as individuals, but we forced them to listen to us collectively. The contract is important, but contract grievances are only one tool that we have at our disposal. We aren't going to take NO! as an answer to the concerns of 2822 workers. We will keep pushing back at the bargaining table, at meet and confers, in grievances, and together, in our worksites.

### **Master Contract Bargaining Dates:**

**August 2– Bargaining Day #4**

**August 6– Bargaining Day #5**

**August 20– Bargaining Day #6**

### **On Tuesdays We Wear Green!**

Show your union solidarity on Tuesdays and negotiation days by wearing any beautiful shade of green! Show off your swag by sharing a photo on Facebook, **#OnTuesdaysWeWearGreen!** You can also email a picture for sharing to [lindsevafenner@gmail.com](mailto:lindsevafenner@gmail.com). We now have a fancy form on our website, [afscme2822.org](http://afscme2822.org) if you still need a shirt!

**Communication:** We want our members to be as informed as possible! The most up-to-date sources will be electronic. We have contract proposals and tentative agreements available in full on our website, [afscme2822.org](http://afscme2822.org). We are committed to being as up-to-date as we can be and are working to make sure we get things up as soon as possible!

- ★ Join our email list: From your personal email address, send a blank message to:  
[2822-open-forum-subscribe@lists.riseup.net](mailto:2822-open-forum-subscribe@lists.riseup.net)
- ★ Go to our website: [www.afscme2822.org](http://www.afscme2822.org)
- ★ Like us on Facebook: [@Afscme2822](https://www.facebook.com/Afscme2822)

## Upcoming Events

### **Local 2822 Picnic**

**Sunday, August 5, 12PM-6PM**

**Theodore Wirth Lake Beach**

**3200 Glenwood Ave, Minneapolis**

Drop by when you can! Bring something to grill and something to share! Families welcome. Contact Ali, [afuhrman13@gmail.com](mailto:afuhrman13@gmail.com)

### **AFSCME Family Picnic**

**Sunday, August 19 1-5PM**

**Battle Creek Regional Park, Maplewood**

This is the annual MN AFSCME picnic for members, families, and allies. Come for food, prizes, and solidarity. To get involved, contact Duane at 651-472-2787 or email him at [kkirk77dg@comcast.net](mailto:kkirk77dg@comcast.net)

### **Ridgedale Site Visit**

**Tuesday, August 28, 11AM-1PM**

**Conference Room 229**

### **Brookdale Site Visit**

**Friday, August 31, 11AM-1PM**

**Library Meeting Room AB**

Stop by to chat with union folks about your workplace concerns!

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### **Nomination and Election of Delegates to AFSCME Council 5 Convention!**

The AFSCME Council 5 Statewide Convention will be held this year in Bloomington, MN., September 27-29. Nominations for 2822 delegates will take place at our August membership meeting, with elections, as needed, taking place at our September membership meeting. If you are interested in being a delegate, contact Ali, [afuhrman13@gmail.com](mailto:afuhrman13@gmail.com).

### **Recording Secretary Needed!**

The primary duty of the recording secretary is to prepare official minutes of executive board and membership meetings. You would need to be able to be present at all executive board and membership meetings, and be punctual and detail-oriented. Contact any local officer for more.

### **Meet Sharon El-Amin!**

Sharon El-Amin, an AFSCME 2822 member, is running for at-large member of the Minneapolis public school board. Our local voted to donate \$250 to her Political Action Campaign. If you wish to contact Sharon about her campaign, she can be reached during your free time at [sharon4schools@gmail.com](mailto:sharon4schools@gmail.com) or 612-558-3236.

### **July Meeting Highlights**

Compiled by Lindsey Fenner

- ★ Membership voted to send three members to the Minnesota Union Leadership Program. Brianne Carmichael, Shane Clune, and Miriam Wynn were elected to attend.
- ★ 2822 members voted to donate \$250 to 2822 member Sharon El-Amin, running for Minneapolis School Board as an at-large member.
- ★ The membership voted to donate a total of \$341.10 to the Council 5 Family picnic on August 19.

## New to Hennepin County?

If you haven't been approached by a union representative yet, please fill out this form and send to our membership secretary.

To sign up as a full union member or for Delta Dental Insurance, or to get answers to questions about AFSCME and membership benefits, please fill out this coupon and send to:

**Rita Watson**  
County Attorney's Office  
Mail Code 510

Name \_\_\_\_\_

Job Title \_\_\_\_\_

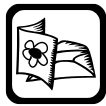
Work Location \_\_\_\_\_

Mailcode \_\_\_\_\_

Phone \_\_\_\_\_

☐ I want to sign up as a full member.

☐ I want to sign up for Delta Dental.



Help us remember your co-workers with a card! Let us know to send a sympathy card, get well, or congratulations.

Contact Rosine Johnson, our Good and Welfare Coordinator: **rosine.johnson@hennepin.us** or call **952-221-7454** (cell) or **612-596-0970** (work). The request should include the name of the member, the reason for the request and home address, if possible.



With Delta Access, you can find out about your Delta coverage without even opening your mouth.  
**www.deltadentalmn.org**

**Delta Access :**

**651-406-5900 or 1-800-862-6042.**

Always refer to your group number **538**.

For an application or if you are retiring and want to continue Delta Dental, contact Deb Cassidy at AFSCME at **651-287-0508** or email **dental@afscmemn.org**



**A New Voice deadline is August 9, 5PM.**

Articles should be 400-500 words in length, letters less than 300 words. Send your written contributions to:

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**lindseyafenner@gmail.com**

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**jtorkelson@hclib.org**

Rita Watson  
**rita.watson@hennepin.us**

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**valerie.wiggins@hennepin.us**

## Local 2822 Officers

<b>President</b>	Alessandra "Ali" Fuhrman <i>afuhrman@hclib.org</i>	612-543-6909 720-771-8471 (cell)
<b>Vice President</b>	Jayne Mikulay <i>jjmikulay@hclib.org</i>	612-543-8426
<b>Treasurer</b>	Brianne Carmichael <i>brianne.carmichael@hennepin.us</i>	612-348-4966
<b>Recording Secretary</b>	Vacant	
<b>Chief Steward</b>	Shane Clune <i>sclune@hclib.org</i>	612-543-8426
<b>Chief Steward</b>	Sam Gutierrez <i>afscme2822sg@gmail.com</i>	612-460-7264 (cell)
<b>Membership Secretary</b>	Rita Watson <i>rita.watson@hennepin.us</i>	612-596-7843
<b>Executive Board At-Large</b>	Valerie Wiggins <i>valerie.wiggins@hennepin.us</i>	612-596-8000
	Lindsey Fenner <i>lfenner@hclib.org</i>	612-543-5801
	Adonna Swift <i>adonna.swift@hennepin.us</i>	612-543-2195
	Daniel Winker <i>daniel.winker@hennepin.us</i>	612-348-9566
<b>Delta Dental Trustee</b>	Ann Baird <i>ann.baird@hennepin.us</i>	612-543-0270
<b>Good &amp; Welfare</b>	Rosine Johnson <i>rosine.johnson@hennepin.us</i>	612-596-0970 952-221-7454 (cell)

**Local 2822 Website & Facebook** [www.afscme2822.org](http://www.afscme2822.org) Facebook: @afscme2822

## AFSCME 2822 Steward Assistance

**Phone: 612-470-2822 Email: AFSCME2822steward@gmail.com**

**Weingarten Rights:** If you are called to a meeting with a manager, you have the right to have a union representative, officer, or steward present if you feel the discussion could in any way lead to being disciplined or terminated, or affect your personal working conditions. Until a representative arrives, you have the right to not participate in the meeting. Stewards are assigned by the chief stewards.

<b>Shane Clune</b> <b>Chief Steward</b> East Lake Library	sclune@hclib.org clune2822@gmail.com	612-543-8426 (work) 320-224-9344 (cell)
<b>Sam Gutierrez</b> <b>Chief Steward</b> Member At-Large	afscme2822sg@gmail.com	612-460-7264 (cell) In subject line type "2822 911" for emergency

<b>Kameron Alexander</b> DOCCR/JDC	<b>Rosine Johnson*</b> RRES/Midtown Service Center	<b>Brett Schlosser</b> North Regional Library
<b>Tonica Ambrose</b> HSPHD/North Hub	<b>Dari Kolstad*</b> HSPHD/HSB	<b>Robbin Sudduth*</b> HSPHD/HSB
<b>Brianne Carmichael</b> HSPHD/NW Hub	<b>Jayne Mikulay</b> East Lake Library	<b>Anthony Ware</b> HSPHD/HSB
<b>Shari Casso*</b> IT/Imaging-GC/NW Hub	<b>Genae Nicole</b> Hennepin Health/Grain Exchange	<b>Daniel Winker</b> IT/Imaging- HCGC
<b>Ali Fuhrman</b> Hosmer Library	<b>Devin Puruganan*</b> HSPHD-Central NE/HSB	<i>*Steward-in-training</i>