


Contract approved

On December 4, 2003, by a two-thirds majority of those voting, the AFSCME, Local 2822 contract with Hennepin County for 2004 and 2005 was ratified. The negotiating Table Team and Master Team had made no recommendation as to how the members should vote.

The Table Team takes some satisfaction in that there were no take-aways, as had been proposed. But there is dissatisfaction that no cost of living increase could be attained. Hennepin County has stated it wants to be the "Employer of Choice," apparently for its Administrator and CFO at HCMC. But clerical workers who are working well below a living wage don't figure into that design.

The initial proposal from the employer was one of the most insulting in anyone's recent memory. The final proposal was disrespectful to those who give their best day after day doing the work of the county. More work will be piled on as vacancies are not filled. The cost of living will continue to rise, but Hennepin County employees will slide further backward.

The lesson that has to be learned from this round of negotiations: next time, we have to be ready to not take this again. We have to learn how to put pressure on our legislators and county board members. We have to start saving for a strike. We have to mean business, and they have to know it.



**January
Membership
Meeting**

**Tuesday, January 6
7:00 p.m.
Southdale Library**

**For our members who are
physically challenged,
please let us know if special
accommodations are needed.**

Organizing for power conference

So you think that contract that we just accepted stinks, or at least isn't that great. And you want to know what you can do about it. Here's an idea.

On Saturday, January 10 you can attend the "Organizing for Power Conference, from the workplace to the community" at the Earl Brown Continuing Education Center at the University of Minnesota, 1800 Buford Ave., St. Paul, from 8:30 a.m. to 3:30 p.m.

At the conference you will learn strategies and method for building AFSCME member power. Power

we can use to negotiate and enforce fair contracts, gain respect and dignity in the workplace, elect pro-worker candidates to office, keep elected political leaders accountable, stop privatization, defend our union rights, and win on our issues at the state legislature and county commissions. We can change the political and economic environment for working people for the better when we understand the issues and commit ourselves to

making a difference.

The membership of this local voted to send as many people to this conference as want to go. The local will pay lost time if anyone is scheduled to work that day. Please contact Molly Malecki at 763-569-3686 as soon as possible if you want to start working on a better contract next time.

President's report

By Molly Malecki

Season's greetings to all of you. I hope you will find time to sit back and experience the beauty of this season. I hope you will have time to relax and reflect on your blessings and to be thankful for them. And I wish you all a wonderful New Year.

Maybe this newsletter will have to have a column of thrifty tips for the next two years, as we will all be tightening our belts.

Thank you to the negotiating teams

I want to thank Lynn Stetler and Julie Axtell who served with me on the Table Team. We are the ones who sat in a 14 floor courtroom from 9:00 a.m. on November 17 to 4:30 a.m. on November 18. Debbie Welter was the note taker for all of negotiations. She did a fantastic job. Those who served on the Master Team are Ann Baird, Walter Hanson, Dawn Klingman and Nicelle DeCora. Thanks to all of you.

Thank you to Annette Tiedens

Annette is the person who puts all our newsletters in envelopes, labels them, and sends them out to us. This is such a valuable service—it is our communication link. I really appreciate all you do.

Thank you to the stewards

The stewards are the face of the Union in the work place. They are there to help the workers, and should be appreciate for all the time they put in and for putting themselves on the line for us. I

especially want to thank LaToya Wilson for all her work as Chief Steward. We should have two Chief Stewards, and LaToya is doing a marvelous job on her own.

Thank you to the E-Board

I so appreciate your support and advice and all that you do for the union. You represent various areas of our union and try to be sure all voices are heard. I am so grateful for your willingness to serve our local with your time and talents.

Thank you to Sheryl Johnson

Sheryl is our Webmaster. She has developed an attractive, user friendly sight for us. This is another communication link that hope many of you are using.

Thank you to Ann Baird

Ann is our loyal representative to the Minneapolis Central Labor Union. She attends all monthly meetings. Ann is also our Delta Dental Trustee and attends quarterly meetings on our behalf. I appreciate her devotion to these two areas.

Thank you to Steve Marincel

Steve is our Business Representative from Council 14. He is our chief negotiator; he has two other Hennepin County locals and is negotiating the first contract for the District Court employees, who just became State Court employees. He attends all of our meetings and is always there to help when we have union or contract questions. Thank you, Steve.

Union members march in Miami

By Shawneise Sudduth

Mobilization against the FTAA (Free Trade Area of the Americas) took place in Miami, Florida on November 20. Minnesota had a strong presence there with about 230 people from unions, environmental groups, human rights groups and concerned citizens. The Minnesota people wore Wellstone shirts, as Paul Wellstone was the only senator who marched in the trade demonstrations in Seattle.

The purpose of the march was to let the ministers from the thirty four nations in the western hemisphere, who were negotiating a free trade agreement, know we want a **fair trade** agreement. If this agreement continues as proposed it is a threat to service workers. It will mean low wages in our country as well as the other countries. Fifteen thousand Minnesota manufacturing jobs have been lost to free trade in the past 40 months. Now our jobs are being threatened.

In January 2005 this agreement is scheduled to be voted on by Congress. We have to talk to our Congresspersons and tell them to be ready to vote no, if it is not a fair agreement that includes environmental and human rights sanctions.

Vacation donation

Here is a way to say thank you to one of our stewards, Sheryn Cartlidge. She has had surgery and would greatly appreciate vacation donations until she returns to work.

Police state in Miami

By Molly Malecki

I went to Miami to protest the FTAA because of my fear for our democracy by outside forces. I returned with a much greater fear for our democracy, but by sources right here. Eleven million dollars was spent on security in Miami, \$8.5 million of it came from the federal government. We were surrounded by more than 2,500 officers from at least forty agencies. The police were dressed in riot gear, some rode around on humvees, others on horses. They stood shoulder to shoulder, three deep at intersections. They stood shoulder to shoulder where we gathered for our parade.

Even as I was feeling fearful, I also felt exhilarated by the 10 to 20,000 people who were there to protest, to assert their rights as Americans, to stand up for what they believe. We were intimidated, but we marched, nevertheless. The 230 of us from Minnesota know we are not alone in fighting the FTAA. We joined thousands of steelworkers and other unionists, environmentalists, human rights advocates, retirees and students.

The protesters cannot take credit for the fact that the FTAA negotiations fell apart the day of our protest. It seems the trade ministers felt they could not come up with one hemispheric trade deal, and that they would continue negotiating pieces of it. But we consider it a victory. This will probably make it more complicated to keep an eye on these pieces, but I'm sure the Minnesota Fair Trade Coalition will do that. And we will keep you informed.

The Minnesota Fair Trade Coalition:

Fighting for economic and environmental justice in the global economy

Editor's note: The following is a description of the Minnesota Fair Trade Coalition, of which Local 2822 is a member. This group organized the Mobilization in Miami. There are two articles in this newsletter about that event.

The Minnesota Fair Trade Coalition is more than 60 Minnesota labor, environmental, social justice, and family farm organizations striving to make respect for working people and our environment an integral part of the global economy. We came together in 1991 in opposition to the failure of the North American Free Trade Agreement specifically, and corporate globalism generally, to incorporate such values.

The type of globalization put in place so far is characterized by huge corporations chasing around the planet seeking the most exploitable workers and the most lax environmental enforcement. This has been very lucrative for the corporate elite, but has meant lower living standards for most people, lost jobs, rural dislocation and widespread toxic dumping by transnational companies.

There is nothing inevitable about this type of global economy. It has occurred because of corporate and government decisions and it can be corrected by citizen action. Our work to correct it includes:

- › Ensuring that Congress approves trade agreements only if they contain comprehensive and fully enforceable protections for working people and the environment.

As part of the national Citizens Trade Campaign, the Minnesota Fair Trade Coalition has played an integral part in the successful effort over the past five years to defeat "Fast Track" trade negotiating authority and other federal

trade legislation that did not incorporate such protections.

- › Educating policy makers and the public about the negative consequences and vast injustices of the type of globalization seen to date.

We communicate regularly with our state's Congressional delegation and other elected officials on these matters. We communicate with the public via the news media and through direct discussions with citizens' groups.

- › Building international solidarity against the injustices of today's global economy.

The Coalition mobilizes its member organizations and contacts to respond to action requests from workers and grassroots groups in Mexico and other countries concerning maltreatment by transnational corporations. Through the Clean Clothes Campaign we support justice for workers in the global garment industry.

- › Building national and international relationships to develop positive alternatives to the type of global economic integration currently under way.

We work with partner grassroots networks in the United States and in countries throughout the hemisphere in an ongoing effort to develop and present to the region's governments proposals for a human and environmental based approach to global economic integration.

If your organization believes it has a stake in determining what kind of a global economy we live in, we invite you to join the Minnesota Fair Trade Coalition and help make a difference.

Minnesota Fair Trade Coalition
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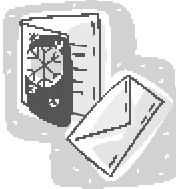
Bulletin Board

The New Voice deadline is January 6 **STEWARDS PHONEREPRESENTING LOCATION**

Zanona Anderson 612-347-5356 MHP A.Y. McDonald Bldg.
Julie Axtell 612-348-6186 Taxpayer Services Govt. Ctr. Service Ctr.

Visit Local 2822 Website

<http://www.afscme2822.org>



Help us remember your co-workers with a card. Let us know to send a sympathy card, get well or congratulations. We will send a card, hand-made by E-board member Lynn Stetler.

Contact Jane Byrne, our Good and Welfare Coordinator at 952-847-8576 or by e-mail. The request should include the name of the member, the reason for the request and home address, if possible."

Sheryn Cartlidge 612-596-1322

With Delta Access, you can find out about your Delta coverage without even opening your mouth. Delta Access
651-406-5900,
1-800-862-6042.
Always refer to your group number 538.

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Nichelle DeCora	612-348-9162	CFASD	Health Services Building
Kerin Fahland	612-596-8000	Sheriff	Jail
Jodi Goers	612-596-8080	Sheriff	Jail
Angela Hallquist	952-830-4985	Service Center	Southdale Service Center
Walter Hanson	763-569-3683	Service Center	Brookdale Service Center
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Shawneise Sudduth	612-821-4512	CFASD	Sabathani
Bennie Wilson	612-596-8025 (evenings)	Sheriff	Jail
Latoya Wilson (Chief)	612-348-6620	CFASD	Health Services Building

I want to support the union

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:

**Shawneise Sudduth
Sabathani, mc637**

Name _____

Job Title _____

Work _____

Location _____

Mailcode _____

Phone _____

I'm especially interested in:

I want to sign up as a full member.

I want to sign up for Delta Dental.