

Your priorities for the next contract

What are they?

It is time to let your Local 2822 leadership know. We will survey our members but we can't always reach everyone. So it is up to you to let us know what you think is most important. Send your priorities to Mmafscme2822@aol.com.

Be specific. If your priority relates to health insurance, what part are you concerned about. Do you want to keep premiums low and have higher co-pays or the other way around? How do you feel about singles paying part of the premium? What do you think of a single plus one option? If you want more money, how much, what are you willing to trade?

Every year when we do negotiations there are some groups who feel they deserve special attention and consideration, and they come forward with proposals for their groups. These proposals are called supplemental proposals. The policy committee has set a deadline of mid-April for these proposals to be ready. These proposals generally take some research to formally form the request. If there is a group that wants to have a supplemental proposal brought forth in negotiations, the group must contact an officer and let them know what it is. You will be given guidance on researching your issue. **The negotiating committee will not accept supplemental requests after mid-April.** That means the research has to begin now.

February Membership Meeting



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

Special order of business:

- ☞ Nomination of officers
- ☞ Selection of delegates to Day on the Hill

**March Membership Meeting
Tuesday, March 6, 6:30 p.m.
Golden Valley Library**

Special order of business:

- ☞ Election of officers if necessary

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

Nomination of officers

Nomination of officers will take place at the February 6th Membership Meeting at 7:00 p.m. at the Southdale Library. If there are any contested races, an election will take place at the March Membership Meeting at the Golden Valley Library at 6:30 p.m. on Tuesday, March 6. All seats are open for nomination: president, vice president, recording secretary, treasurer, membership secretary, two co-chief stewards, four at large positions, and one trustee, which is a three year term and one trustee which is a two year term.

The only qualification for being elected to the Executive Board is being a mem-

ber in good standing of this local for one year. Minimum duties of member at-large include attending two meetings per month: the Membership Meeting on the 1st Tuesday evening of the month and the Executive Board Meeting on the 3rd Tuesday at 11:00 a.m.. Anyone interested or with questions should contact an E-Board member. Phone numbers are on the back page.

Health care meetings

The Labor/Management Health Care Committee will begin a new series of meetings to study the various aspects of issues that are expected to arise in the next round of negotiations. It is expected that experts on a variety of

health insurance issues will address the committee. All labor unions at Hennepin County participate in these meeting and have representatives. The representatives from Local 2822 are Molly Mal-ecki, Dawn Klingman and Nancy Crouse.

These meetings are not part of negotiations. They will be informational, so that when negotiations begin, the union and management will understand where each side is coming from—what the issues are for each group. Topics to be studied are expected to include singles paying for part of premium, singles plus one, part time singles paying more premium and much, much more.

Protect our pensions! Vote for endorsed PERA candidates

If you will be retiring under PERA (Public Employees Retirement Association), or are already a PERA retiree, you elect the board that runs the association and helps determine pension benefits. Your fellow members at AFSCME Minnesota Council 5 have endorsed and recommend the following board candidates for the upcoming PERA board elections.

Police & Fire board seat (one seat open):
Tom Marshall, a fire captain with the Duluth Fire Department

Coordinated/Basic seats (three seats open):
Dawn Hulmer, an administrative finance specialist with the Duluth Treasurer's office (AFSCME member)

Bill Hoffman, a program coordinator with the Washington County Sheriff's Office (AFSCME member)

All PERA members can vote for Police & Fire, Retiree and Coordinated/Basic board seats.

Watch your mail for your PERA board ballot! It will be mailed the first week of January 2007. All ballots must be returned to PERA postmarked by Wednesday, January 31st. You may contact the PERA Office at 651-296-7460 or 1-800-652-9026; Web: www.mnpera.org.

Health and Safety Conference

AFSCME Council 5, in coordination with the International Union will offer a Health and Safety Conference in Minneapolis on February 23 and 24. The Friday session on February 23 will run from 9:00 AM to 5 PM and Saturday from 8:30 to 1:00. It will be held at the Four-Points Sheraton Hotel.

The State Safety Committee has been working in coordination with Jim August of the AFSCME International Union's Research Department to develop a program specifically to meet the needs of **all Council 5 local unions**.

Local 2822 voted at its January Membership Meeting to send three members to the conference. The Local will pay lost time and registration. Food will be provided at the conference. More information will be coming out soon. Anyone interested in attending should contact Molly Malecki at Mmafscme2822@aol.com.

It's PEOPLE time! Changed majorities- Changed priorities!

The Council 5 slogan for the 2007 Legislative Session, "It's PEOPLE time!" begins to ring loud and clear today, as the newly-elected and re-elected take their places in St. Paul. (PEOPLE, of course, is AFSCME's political action program.) Among AFSCME PEOPLE's priorities this session are: the state budget (which affects all of us), prevention of privatization of public services, health care and child care.

Mark your calendars for Day on the Hill Wednesday, March 7. Day on the Hill is when AFSCME members from all over Minnesota gather to bring their concerns to their legislators. Union members are divided into their own legislative districts and go together to talk to their representatives and senators.

At this session we need to help shape the Minnesota state budget for the next two years. This budget decides how much money there is to help pay for our jobs and the vital public services we provide at the state, county, city, and school district levels as well as for non-profits and for-profits.

The 2007 legislative session also helps decide how much money is on the table for pay and benefit increases the next time we negotiate our union contracts with these employers.

Those who have attended in the past have found it to be fun, enlightening, motivating and a good way to meet with likeminded people to discuss issues that concern them.

Local 2822 has sent a delegation to Day on the Hill in previous years and will do so again this year. Any member who would like to attend this event should

contact an officer or steward. The decision on how many to send will be made at the February 6th Membership Meeting. This is an especially stress-free event for those shy to talk to their legislators. There are usually a few people in each group who have plenty to say. It is an excellent way to "get your feet wet" in the political arena.

"Middle Class * Union Made"

Local 2822 bought several copies of a small (89 page) book called "Middle Class * Union Made" and would like to share it with members who are interested in the subject of the disappearing middle class.

The book is written by Richard A. Levins, Professor Emeritus of Applied Economics at the University of Minnesota. His main premise is that "unions are the solution, not the problem." He states that "Rebalancing power in the economy is essential if the middle class is to thrive. Doing this, however, will require more than our government alone can reasonably be expected to deliver. We must act together in the market place as well. The way to do that is the way we have always done it—to join and support the unions that built the middle class in the first place."

If you would like a copy, contact an officer and we will give them out "while supplies last."

Thank you event

Many of our hard working, faithful officers and stewards have left our ranks over the past year. So Local 2822 is planning a social evening where we can relax with them and acknowledge their service. This event is being planned for late in February.

We will show our appreciation for Julie Yakin, Jennifer McNair, Zanona Anderson, Lori Berzins, Karen DiCosimo and Merry Brigham. It will also be a good time to show our gratitude to our current stewards, who deserve some pats on the back, too.

If any member would like to come and show your appreciation, contact an officer. More details will appear in the next newsletter.

Union members at libraries speak up

By Lynn Stetler

Change is all around us--at home--at work--it's unavoidable. One of my library co-worker's favorite phrases is "change is our friend". She has repeated this phrase too many times to count as we have adapted to changes over the years in how we serve our customers and do our work.

Last fall, library personnel began to hear about some big changes to be implemented as "pilot projects" in some of our library buildings. When the union tried to get more details about these projects during a joint Labor/Management meeting including representatives from our Local 2822 and the librarian's Local 2864, we were told that these pilots were in the very early planning stages and there wasn't much to report. But the workers at these pilot sites knew that things were moving at a very brisk pace without much staff input, and they were concerned. Within 6 weeks of this earlier meeting, leaders from both Locals were hearing daily about the pilots beginning shortly, and members were quite upset.

The union leadership immediately asked for an informational meeting with management to learn more about these proposed pilot projects. Prior to that meeting we also held an unprecedented joint membership meeting with the two AFSCME library locals. The purpose of this meeting was to share information, as well as to get input from our members to enable the leadership to frame the upcoming meeting. This joint membership meeting was truly one of the most important meetings I have ever attended—passionate, committed, and unified library staff came together with the common goal of delivering quality customer service. This group was very concerned about the blurring of responsibilities between job classes, and the added responsibility to support staff without a commensurate pay increase.

A few weeks later the Labor/Management meeting was held. Questions and concerns gathered from the joint membership meeting were presented, chief among them—why wasn't more staff input sought—and what was the rush to

start these projects? The union and management agreed on the importance of communicating with staff. As a result of this meeting, future meetings were scheduled at four libraries with an invitation to all interested library staff to come and hear about the pilots and ask questions. AND the pilots were put on hold until all the meetings took place.

These meetings were very worthwhile, with much discussion, many questions asked, and some left unanswered because of the unknown factor of the pilots. Did the pilots continue? Yes, the union's intent was never to stop them but to use a more thoughtful process in all of this. Was the union successful? We think it was. We asked for--and received--time to talk, to listen, inquire and inform each other. Change can indeed be our friend, especially when we are informed along the way. Sharing information is also a sign of a healthy and respectful workplace.

Henn/Mpls libraries unions meet

As presented in the December newsletter, members of the two library locals at Hennepin County, 2822 and 2864, and Minneapolis Public Library Local 99 have continued to meet to discuss the progress of the two Task Forces studying the issue of their not being enough money to operate all of the Minneapolis Public Libraries.

The meetings of these Task Forces are open to the public. There is a meeting of the Hennepin County Committee on the Future of the Libraries on Thursday, January 25, 2007 from 12:00 to 2:00 at the Hennepin County Government Center in the Administrative Tower, 24th floor, County Board Room. Future meetings of the City of Minneapolis Library Advisory Committee are Tuesday, February 27, 4:30-6:00 at Hosmer conference room; Tuesday, March 13, same time, at Sumner Cargill Room; and Tuesday March 27, same time at Washburn meeting room.

Updates on the progress of these meetings are available at: www.hclib.org/futureoflibraries and at www.mpls.lib.mn.us/mpl-future-faqs.asp

Congratulations Probation Department

Congratulations to the members of Locals 2822 and 552 from the Probation Department. They were acknowledged in the January 3 issue of the Council 5 Action Update for the work they did on the "John Servaty Toy Drive".

Carol Donahue of Local 2822 has coordinated the drive for 14 years. On December 20th, members of Locals 552 and 2822 distributed toys for the 25th year in a row, making the holidays a little happier for the families of clients. This season, eighty families (197 children) received bags of toys from individual members of the locals.

Toys are collected at 42 sites around Hennepin County all of them purchased and donated by probation officers and staff. Probation and parole officers speak with their clients about their families' needs, and make a list. Their charges came to pick up their toys a few days before the holidays.

To read more about this event go to AFSCMEMN.org, click on News, then on Action Update.

**Call Today!
Tell Congress to Raise the Minimum
Wage with No Strings Attached**

Call toll free:
1-866-338-1015

Tell your members of Congress:

I strongly urge you to vote to increase the nation's minimum wage from \$5.15 an hour to \$7.25 with no anti-worker amendments.

Minimum wage workers have not gotten a raise since 1997—it's long overdue.

We elected this new Congress to work for working families. Start by passing a clean minimum wage increase.

<http://www.unionvoice.org/campaign/tellusyoucalled>

Then <click here> to let us know that you called.

Local 2822 Officers

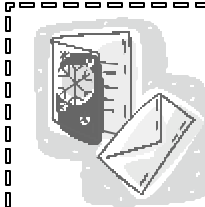
President Molly Malecki <i>Mmafscme2822@aol.com</i>	612-543-0272 Urgent: 612-543-0270
Vice-president Lynn Stetler	952-847-8569 Urgent: 763-245-8285
Treasurer Walter Hanson	612-543-0272 Urgent: 612-543-0270
Recording Sec. Jeanne Whetstone	952-847-5455
Co-chief Steward Theresa Smith	612-596-0826
Co-chief Steward Vacant	
Membership Sec. Bridget Walker	612-596-8080
E-Board at Large	
Nichelle DeCora	612-348-8841
Neng Lor	612-596-1660
Genae Nicole	612-347-3928
Vacant	
Delta Dental Trustee Ann Baird	763-549-3498
Good & Welfare Heather Clark <i>hclark@hclib.org</i>	952-847-8523

Bulletin Board

The New Voice deadline is February 6. Articles will be accepted up to and including the day of the monthly Membership Meeting for inclusion in the following month's newsletter. Send your written contributions to Molly Malecki or Lynn Stetler.

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 Heather Clark, our Good and Welfare Coordinator at 952-847-8523 or by e-mail: *hclark@hclib.org*. 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. Delta Access
651-406-5900 or 1-800-862-6042.
Always refer to your group number 538.

Council 5 Contact person:
Cindy Pince, 651-287-0564

Editors

Molly Malecki & Lynn Stetler

Circulation & distribution

Annette Tiedens

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:

Bridgette Walker
Jail, Mail Code 905

Name _____

Job Title _____

Work Location _____

Mailcode _____

Phone _____

I'm especially interested in:

I want to sign up as a full member.

Steward's List

Steward	Phone	Department	Location
Theresa Smith Co-chief Steward	612-596-0826	Mental Health Clinic	Brooklyn Center
Nichelle DeCora	612-348-8841	CFASD	Planning and Development, 23 rd Floor, Gov't Center
Jody Goers	612-596-8080	Sheriff	Jail
Walter Hanson	763-569-3683	Service Center	Brookdale Service Center
Michelle Lambert		Assessor's Office	
Neng Lor	612-596-1660	Service Center	Maple Grove Service Center
Genae Nicole	612-347-3928	MS MHP	A.Y. McDonald Bldg
Lynn Stetler	952-847-8569 Urgent: 763-245-8285	Library	Ridgedale Library, Collection Management
Velva Stewart	612-596-0722	MS MHP	Grain Exchange Bldg
Bridget Walker	612-596-8080	Sheriff	Jail