



February Membership Meeting

**Tuesday, February 12
6:30 p.m.**

**Golden Valley Library
830 Winnetka Ave. N.**

- Special order of business:
Nomination of officers

**Membership Meeting
Tuesday, March 4, 7:00 p.m.
Brookdale 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 at February Meeting

Nomination of officers will take place at the February 12th Membership Meeting at 6:30 p.m. at the Golden Valley Library at 830 Winnetka Ave. N. If there are any contested races, an election will take place at the March Membership Meeting at the Brookdale Library at 7:00 p.m. on Tuesday March 4th. 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,

Welcome Local 99

On January 1, 2008, the members of Local 99, Minneapolis Public Library Clerical staff became members of Local 2822 as they became employees of Hennepin County Libraries. There are approximately 135 employees who join our ranks.

Local 2822 wants to welcome these new members and encourage them to become fully involved in our Local. We encourage them to seek election to our Executive Board at the February 12th Membership Meeting at 6:30 p.m. at the Golden Valley Library at 830 Winnetka Ave N.

Planning for the merger of Minneapolis

which is a three year term and one trustee which is a two year term.

President Molly Malecki will not be seeking reelection. She has served as president since July of 1998.

The only qualification for being elected to the Executive Board is being a member in good standing of this local for one year or of a local in Council 5 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.

and Hennepin County Libraries has gone on for over a year. This has been a difficult time for Local 99 negotiating the changes that are coming their way. And there was the constant uncertainty whether the merger would go through. We can all imagine how we would feel if we were suddenly faced with a new employer, whose ways are very strange. To help with this transition, two Minneapolis Library employees, Dirk Schott and Marilyn Bell sat in on contract negotiations with Hennepin County. So they have a working knowledge of how our contract works and how we arrived at the settlement that was approved in December.

Affordable Health Care Conference

AFSCME Council 5 is hosting a conference on "Affordable Health Care" on Friday and Saturday, February 22 and 23 at the Ramada Mall of America (formerly the Thunderbird) in Bloomington, Minnesota. Local 2822 Executive Board is recommending sending twelve members and paying lost time and registration. Anyone interested in attending should e-mail President Malecki at Mmafscme2822@aol.com.

Why do we care about this conference? At the Council 5 Convention in Duluth in September 2007, a resolution was passed that stated in part: WHEREAS more than 47 million people in the U.S are without health insurance, including more than 400,000 Minnesotans—thousands of which are Minnesota AFSCME mem-

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(Conference continued from page 1)

bers; the share of insurance premiums being paid by Minnesotans and Minnesota AFSCME members becomes more unaffordable each year; the AFSCME Council 5 Executive Board passed a resolution at its July 2007 meeting that made actively helping solve this health care crisis a top priority for our union; it was then RESOLVED that: at our September 2007 annual convention AFSCME Council 5 goes emphatically on record in support of affordable health care for all Minnesotans. All Minnesotans should have health care that will cost them no more than **5% of their gross income** for their share of the premium and out of pocket costs combined. And it was further resolved that AFSCME Council 5 shall make the “5% solution” the cornerstone of its legislative program and work with all its local unions to incorporate it into bargaining over health care; and that AFSCME Council 5 commit itself to organizing a significant health care conference in early 2008 to build member education and mobilization for this program.

If you want to drive down the costs of quality health care, join us for this conference. We can make a difference at the bargaining table, in the state legislature and Congress. Learn about why our system is broken and how to fix it. Help us build the political will to contain costs so no person has to spend more than 5% of his/her income on health care.

The conference will begin at 10:00 on Friday, February 22 (registration begins at 8:00); hot buffet lunch will be served while Al Franken speaks; there will be a Message Workshop in the afternoon. Hot buffet dinner will be served followed by the movie “Sicko.” Saturday’s agenda begins with continental breakfast from 7:45 to 8:45. The morning will continue with two choices of four workshops, followed by a box lunch and adjournment by 1:00 p.m.

The four workshops are: **Debunking Myths**—opponents of real health care reform have an arsenal of misinformation to scare consumers. Learn how to bust their myths. **Legislative**—get updated on what’s happening at this state legislative session on health care and more importantly how you can push your elected officials even harder for affordable health care for more Minnesotans. **Bargaining**—how to bargain over health care. **Pooling**—how to increase the size of health care pools.

Health Care Savings Plan

By Lynn Stetler

What does that mean?

Many of you had questions about the Health Care Savings Plan (HCSP) which was part of our contract settlement. There has been much discussion about this over the past few years and the negotiating team heard over and over again about the effects of the spiraling costs of health insurance from our members. Now this will become part of our contract.

In an addition to Article 22, Insurance reads:

Section 11. Health Care Savings Plan (HCSP)

Subd. 1. Establishment of HCSP. A Health Care Savings Plan (HCSP) is established to enable Hennepin County employees to save money on a pre-tax basis to pay post-County employment medical expenses and/or health insurance premiums. EMPLOYER and employee contributions designated below shall be deposited with a HCSP provider selected by the EMPLOYER. The County and the HCSP provider may establish appropriate policies and procedures to implement and administer the HCSP that are not inconsistent with the requirements of this section.

Subd. 2 Eligibility. Only permanent employees that are participating in the County’s group health insurance program are eligible to participate in the HCSP. Employees hired, re-hired or reinstated after January 1, 2008, and employees that exercised their right to opt-out of the ERHIP (the current Early Retirement Health Insurance Plan), are required to participate in the HCSP. Former MPL employees who exercise their right to opt-out of the ERHIP and participate in the Health Care Savings Plan (HCSP) option shall only have their time spent in service while employed by Hennepin County as a permanent employee count towards determining eligibility for the County contribution in subdivision 4.

Subd. 3. Employee Contribution. Eligible employees shall contribute one percent (1%) of their salary on a per pay period basis to the HCSP beginning the first full payroll period in 2009.

Subd. 4. County Contribution The County shall make the following annual contributions to an eligible employee’s HCSP

account beginning in 2009. The County’s annual lump sum contribution shall be made in the first full pay period following an employee’s anniversary date as follows:

Years of Service County Annual Contribution

- *More than 5 years (10,400 compensated hours) and less than 10 years (20,800 compensated hours) of service. \$500.00 per year*
- *More than 10 years (20,800 compensated hours) and less than 15 years (31,200 compensated hours) of service. \$600.00 per year*
- *More than 15 years (31,200 compensated hours) of service. \$700.00 per year*

Still confused? You’re not alone. But the County and AFSCME will be setting up presentations to help us make sense of this in 2008. We agreed to this plan because it will allow employees to set aside money to cover the ever-increasing costs of health insurance and out-of-pocket expenses after you leave the County. Amounts contributed are tax-free and no taxes are paid on amounts to pay health, dental and long-term care, as well as, out-of-pocket medical expenses. The plan will be administered by an outside provider. Stay tuned to learn more about this.

Dental insurance update

Effective January 1, 2007, Delta Dental, our union dental plan provider, will now cover **100%** for most Basic Services (including amalgam [silver] restoration and front teeth white resin restoration) less the current \$25 deductible for singles and \$75 for families. The \$1500 yearly maximum remains in place.

If you are looking at retiring from the County, you are probably aware of a long checklist of people and departments to contact to get everything in place before you separate from the County. Please add AFSCME Council 5 to your contact list. You may not be aware of continuing dental insurance with Delta Dental. Please contact Cindy Pince at the Council 5 office, 651-287-0564. She can help you find the best option for your dental needs upon retirement.

AFSCME Council 5 Convention: Duluth, MN Sept. 26-28, 2007

By Tonya Bridgeman
Ridgedale Service Center

What I learned at the Convention is that not only I, my coworkers and other Hennepin County employees are all fighting for the same thing. It is much bigger than us. There were roughly 700 people who attended this convention from all over Minnesota fighting for the same thing: Dignity, Respect, Decent Wages, and Affordable Health Care.

I also learned the importance of how politicians help us achieve better contracts even though I will probably never have contact with them, but they basically have a impact on my wages and health care. I also attended meetings for my legislative district and learned how my local politicians for my city and county view things. I know that I will pay more attention to who is running in the elections from now on.

I would recommend this experience to anyone. I want to thank the Local 2822 and Council 5 for letting me have this experience. To sum it up: it was fun, a new experience and made me feel I can make a difference for all who want the same things.

By Nancy Crouse
Ridgedale Library

At the conference, I took three seminars. But, by far, the best was "Workplace Bullying" by Glenn French, which was a presentation on the Canadian Initiative on workplace violence. Mr. French was a great presenter and featured a Power Point presentation on his information.

The province of Quebec has enacted "anti-bullying" legislation. Their research has suggested as much as 10% of their workforce were victims of bullying. Over the last three years, 6,850 complaints were received under the new legislation: 63% of the people that made complaints were women, and 95% of the psychological harassment situations were repetitive.

Bullying is defined as persistent

mistreatment of one or more employees, sometimes by an employee in a position of authority, who intentionally or unintentionally, subjects others to behavior that humiliates, demoralizes or otherwise undermines the victim's credibility, effectiveness and personal well being.

Examples of this behavior can include:

- Abusive, insulting or offensive language
- Behavior or language that frightens, humiliates, belittles or degrades
- Teasing or regularly making someone the target of practical jokes
- Displaying material that is degrading or offending
- Spreading gossip, rumors and innuendo of a malicious nature
- Physical assault or unlawful threats
- Intimidating a person through inappropriate personal comments, belittling opinions or unjustified criticism.

Bullying can include more covert behaviors that undermine or disempower another person such as:

- Overloading a person with work
 - Setting timelines that are very difficult to achieve
 - Setting tasks that are unreasonably beyond a person's ability
 - Deliberately denying access to information, consultation or resources
- Unfair treatment in relation to accessing workplace entitlements, such as leave or training.

The unions in Canada are spearheading a drive to enact this legislation.

By Dawn Klingman
HSPHD, Finance

I had the pleasure of attending the Third Annual Council 5 Convention in Duluth in September. This was the second Council 5 Convention I have attended. It was again a very impressive event..

There were a number of classes one could attend. I attended classes on "Retirement Programs Under MSRS and PERA," "Organizing & Mobilizing Around Health & Safety," and "Bullying in the

Workplace." These were all excellent classes.

In the Health & Safety class we drew diagrams of our workplaces and identified multiple sources of potential hazards for possible injury or health issues. And yes, there are quite a number of these working in a clerical setting!

The class on workplace bullying was presented as "violence in disguise." This is a class I would like to see offered at all the various worksites in Hennepin County. The presenter talked about a need to come up with a definition of bullying. The working definition presented included:
"Any incident in which a person is abused, threatened, or assaulted in circumstances relating to their work. These behaviors would originate from customers, co-workers at any level of the organization. This definition would include all forms of harassment, bullying, intimidation, physical threats/assaults, robbery and other intrusive behaviors."

There was far too much in the class to touch on here. It was stressed how serious the issue is. Studies show that victims average 7 days more off from work per year than those not bullied or witnesses to violence. This right here brings some serious dollars and cents to the issue. And of course, it adds to our health care costs. I believe Hennepin County would come out money ahead to seriously address these issues. It was also suggested that our locals add anti-bullying clauses in our contracts.

Thank you for the comfort

I want to express my deep appreciation and gratitude for the thoughtful support and generosity of my brothers and sisters in Local 2822, and other locals, during the recent illness and passing of my husband. It was an immense comfort to receive flowers, cards, donations and food and your time for coming to the wake and funeral. My family is greatly touched and grateful also. Thank you.

Sincerely, Molly Malecki

Local 2822 Officers

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Good & Welfare Heather Clark <i>hclark@hclib.org</i>	952-847-8523


Bulletin Board

The New Voice deadline is February 12. 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

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Janna Carlson	612-596-1660	Service Center	Maple Grove Service Center
Walter Hanson	763-612-543-0272 Urgent: 612-543-0270	Service Center	Brookdale Service Center
Neng Lor	612-596-1660	Service Center	Maple Grove Service Center
Dirk Schot	612-630-6552	Library	East Lake Library
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

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:

Ann Baird
Brookdale Service Center
Mail Code N710

Name _____

Job Title _____

Work Location _____

Mailcode _____

Phone _____

I'm especially interested in:

I want to sign up as a full member.