
 **March Membership Meeting** 

**Tuesday, March 4
7:00 p.m.
Brookdale Library**

Special order of business:
Election of Vice president

**April Membership Meeting
Wednesday, April 9, 7:00 p.m.
Southdale Library**

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

New officers elected

Election for VP at March 4th meeting

Nomination of officers at the February 12, 2008 Membership Meeting resulted in all nominees considered elected **except for the position of vice president for which there will be an election at the March 4th meeting at the Brookdale Library.**

The results of the nominations are as follows:

President: Lynn Stetler from the Ridgedale Library, Collection Management, who has been Local 2822 vice president and steward.

Recording Secretary: Jeanne Whetstone from Excelsior Library, who has been serving as Local 2822 secretary.

Treasurer: Walter Hanson from the Brookdale Service Center, who has been serving as Local 2822 treasurer and steward.

Membership Secretary: Janna Carlson from the Maple Grove Service Center, who has been serving on the Local 2822 Executive Board and as steward.

Co-chief Steward: Theresa Smith from Human Services Public Health Department, who has been serving as co-chief steward.

The four Executive Board at Large positions:

- Neng Lor from the Maple Grove Service Center, who has been serving in a Local 2822 At Large position

and as a steward.

- Dirk Shot from East Lake Library, who served as president of Local 99 (Minneapolis Public Library) and as a steward.
- David Salmon from Minneapolis Public Library, who was an activist and steward in Local 99.
- Bruce Scroggins from Minneapolis Public Library, who was an activist in Local 99.

Delegates to Minneapolis Central Labor Union: Ann Baird, John Christensen and Molly Malecki.

Three Year Trustee Position ending in 2011: No one was nominated.

The two members nominated for vice president are Odell Sumpter III from Minneapolis Public Library and Molly Malecki from the Brookdale Service Center.

On January 8, 2008 a post card was mailed to every full dues paying member of Local 2822 and the members of the former Local 99. The post card announced the nomination of officers to be held at the February 12th meeting. It also announced that if an election was required that it would be held at the March 4th meeting at the Brookdale Library. The last paragraph stated, "If you are scheduled to work during the meeting on March 4 and wish to attend, e-mail Molly Malecki to get pre-approval for up to three hours of lost time..." Members were given nearly eight weeks notice of this election meeting.

New contracts available

The 2008-2009 contract is available in two forms. The entire contract is on the Local 2822 website at: <http://www.afscme2822.org>. All changes and new material are highlighted in yellow.

A hard copy of the contract is available from Lynn Stetler at lstetler@hclib.org by request.



RX co-pay increase

The Health Partners Co-pay for Brand-Name Prescriptions increases from \$20 to \$23 on March 1. Generic brands will remain \$12.

Day on the Hill

It is time to tell our bosses what to do! Remember we hire (vote for) our bosses. As public employees we select our bosses. And on April 1st and 2nd public employees from all over Minnesota will gather at the Capitol and tell the legislators what we want, what we need, what our clients need, and what is necessary to make Minnesota work well.

Local 2822 has participated in Day on the Hill for many years by sending members to talk to their legislators. Individuals join with other AFSCME members who live in their district and have appointments with their senator and representative to tell them what issues are important to the public workers in this state.

Day one of Day on the Hill will focus on a more in-depth look at our legislative agenda and process. We will look at how we can mobilize our members through more effective internal organizing in support of our union's work both at the Capitol and the worksite, pushing for better contracts and a stronger voice for members.

There will be seven workshops to choose from the first day. Three of them are: *Why are politics important to me?*, *How to talk to my co-workers to help move our union forward*, *"2008 electoral agenda."*

Day two will include a workshop for first time attendees, a general session, lunch and action at the Capitol, including meeting with legislators.

Traditionally, Local 2822 has paid lost time for members to attend this event. Participants are required to pay with their own \$15.00 fee for the second day, as that day's event is not chargeable to the local.

Anyone interested in attending either or both days of this event should let an officer know. The decision on how many to send will be made at the March membership meeting.

Labor/Management meetings at the Library

During contract negotiations in the fall of 2007, Local 2822 and Local 2864 (Librarians) voiced many concerns about the merger of the Hennepin and Minneapolis libraries. When the tentative agreement was agreed to on November 29, 2007, those concerns ended up in meet and confer language in Article 31, Section 7: **The parties agree to utilize the Library Labor Management Committee to discuss issues should they arise related to working out of class; vacation usage; work flow; ergonomics; and the merger with the Minneapolis Public Library System. The committee shall be made up of representatives of the EMPLOYER and representatives of both Locals 2864 and 2822. The parties specially agree to discuss reassignments between facilities and the employer's criteria for assigning in-charge pay.**

There are two separate labor/management groups at the library who over the past two years have met together occasionally when needed. Labor and management leaders met in Janu-

Vacation donation request

One of my co-workers, Yvette Luter, an Office Specialist III, has been out for nearly a month now with a severe illness. She has depleted all of her sick and vacation time. Yvette has worked with the County approximately 15 years. Currently she works in the Department of Community Corrections and Rehabilitation, assisting the Drug Court and Multiple DWI Court probation staff. Could we please request that people donate vacation hours on her behalf?

Thank you!
Susannah Olson

Also requesting vacation donation is Rhea Hickerson-Taylor, our Negotiations note taker who works at Ridgedale Library. She has been out of work for several weeks and will be for at least 2 more weeks.

ary and agreed to meet jointly through June 2008 to discuss the above issues. Our first meeting is February 20, 2008. These are important opportunities to resolve merger issues. While these labor/management groups both operate as recommending bodies to the library administration, we are both committed to full discussions of these issues.

The Local 2822 members of the team are: Lynn Stetler, Associate Librarian in Collection Management, and co-chair; Sue Dorf, OSIII, Rockford Road; Susan Hughes, Public Service Assistant; Martha Schmitt, Public Service Assistant, Technical Services/Handling; Natalie Turtnen, Associate Librarian, Southdale Information Services; Laurie Stieg, OSIII, Maple Grove. These members are joined by three new members from Minneapolis: Marilyn Bell, Public Service Assistant, Nokomis; David Salmon, Principal Office Specialist, Central; and Dirk Schot, Public Service Assistant, East Lake.

Please feel free to contact team members with questions and concerns. We will do our best to keep you updated on our progress.

The way to make vacation donations is very simple and only takes a few minutes. On the Hennepin County Intranet site, click Employee Services, Forms, Human Resources Forms, under Vacation Donation Authorization click see interactive version, click Vacation Waiver Donation and Authorization form, enter your I-Notes sign on, fill out form. When you click "Select Recipient" enter the name. Sign and submit.

The details of how Vacation Donations work are listed at the end.

It isn't your e-mail

Reminder: there is no expectation of privacy on your county e-mail. Every word you send (and receive) can be accessed by management. You can be disciplined for inappropriate e-mails—and you are not the one to judge what is inappropriate.

Answers from treasurer

By Walter Hanson

With the merger of Local 99, Minneapolis Public Library, into Local 2822, there are probably some questions relating to Local 2822's finances. Here are a few questions and answers on this subject:

Q: When and how are dues changed?

A: Historically this local has been implementing the "minimum dues increase" that is assessed by the International Union. The Constitution of Local 2822, Article IV, Section 3 states "The dues of this local shall be adjusted annually in accordance with the provisions of Article IX, Section 6 of the International Constitution." In October the International announces what the dues increase will be beginning the following January. Should the local want to increase the dues beyond the "minimum," it would have to be voted on by the membership.

Q: I am going to be taking lost time for Local 2822 business, how do I get paid?

A: You become an "employee" of AFSCME by filling out W-4 and I-9 forms—the I-9 requires a copy of your driver's license and social security card. These documents are submitted to Council 5, which then reimburses your lost time, minus the usual tax deductions. You submit these forms to me at FAX # 763-569-3607 or through inter-office mail at mail code N710 or in person. When you have taken the leave, you submit the lost time form to me. I can fax the form to you. I can also fax the W-4 and I-9 to you.

Q: How does the local spend funds?

A: Every year the local adopts a budget. Expenditures not specifically listed in the budget have to be approved by the membership at a membership meeting. Items included in the budget are stipends for officers and stewards, lost time for certain activities, newsletters, contract expenditures, conventions.

Q: If I am not satisfied with certain expenditures, how might I correct it?

A: The best way would be to attend a membership meeting. Otherwise you can express your concern to an executive board member.

AFSCME's Political Rebate Procedure

AFSCME's Constitution includes a rebate procedure to protect the rights of members. This is a procedure for members who object to how the union spends money for partisan political or ideological purposes. It is not open to those who are fair share members.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request is spelled out in Article IX, Section 14 of the International Constitution. **THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.**

Here is how it works: Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so **individually** in writing **between April 1 and April 16, 2008.**

The entire procedure is described in the January/February 2008 issue of AFSCME Works (the one with Hillary Clinton's picture on the cover) on page 23. If you do not have this issue of the magazine, the procedure is on the internet at <http://www.afscme.org>, click on Publications on the left, click AFSCME Works, click "read latest issue," click at # 20.

Reports from Council 5 Convention Bullying in the workplace

By Keven Larson
Maple Grove Library

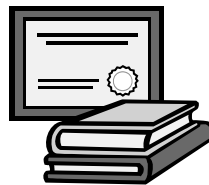
The convention again presented a great opportunity for meeting other AFSCME members from across the state, and discussing and comparing experiences with them. The highlight of the convention, for me, was the workshop "Bullying in the Workplace." Like other members, I personally experienced a bullying supervisor some years ago, so I found this workshop especially relevant. Glenn French, of the Canadian Initiative on Workplace Violence, identified examples of bullying behaviors and non-physical violence that included the following:

Overloading an employee with work; ignoring or isolating an employee; denying access to information; and unfair treatment regarding workplace entitlements such as leave or training.

AFSCME members have witnessed or experienced all these types of bullying and abusive behaviors, and many more, sometimes within a single work section. French stressed the importance of identifying workplace bullying, and documenting and discussing these behaviors when they occur. Papers and other useful information from the Canadian Initiative on Workplace Violence can be found online at:
www.workplaceviolence.ca.

Scholarship Season

There are many scholarships available to union members and or their dependents. The best way to find them is to go to the various union websites. Here are several about which our local has been notified to alert our members:



AFSCME Council 5:

The Richard E. Paterson, the Clarence JS Moss and the Robert Norberg Scholarships. Find details at <http://afscmemn.org/>, click on "Resources," then "Scholarships."

AFSCME International Union: Family Scholarship plus numerous others. Find details at <http://afscme.org/>, type "scholarship" in upper left hand corner and click "search."

Minnesota AFL-CIO: Several scholarships available. Their website is <http://mnaflicio.org/>, click on "Scholarships 2008."

Nellie Stone Johnson Scholarship through Labor and Education: For racial minority union members or their dependents. For more information and application go to www.nelliestone.org

Local 2822 Officers

President Lynn Stetler	952-847-8569 Urgent: 763-245-8285
Vice president	To be decided
Treasurer Walter Hanson	612-543-0272 Urgent: 612-543-0270
Recording Sec. Jeanne Whetstone	952-847-5455
Co-chief Steward Theresa Smith	763-245-8308
Co-chief Steward Vacant	
Membership Sec. Janna Carlson	612-596-1660
E-Board at Large	
Neng Lor	612-596-1660
Dirk Schot	612-630-6552
David Salmon	612-630-6464
Bruce Scroggins	612-630-6392
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 April 9. 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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Steward's List

Steward	Phone	Department	Location
Theresa Smith Co-chief Steward	612-596-0826	Mental Health Clinic	Brooklyn Center
Marilyn Bell	612-630-6702	Library	Nokois Library
Janna Carlson	612-596-1660	Service Center	Maple Grove Service Center
Walter Hanson	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:

Janna Carlson
Maple Grove Service Center
Mail Code N728

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.