



April Membership Meeting

Tuesday, April 6
11:30 a.m. — 1:00 p.m.
16A Gov't Center

Ask for special leave without pay
for a long lunch

May Membership Meeting
Tuesday, May 4
7:00 p.m.
Southdale Library

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

BUILDING FOR A BETTER CONTRACT

By Molly Malecki

“BUILDING FOR A BETTER CONTRACT” is the name that the Hennepin County AFSCME presidents (the idea came from Local 34) have given the campaign to do just that in 2005. At this writing our executive board and that of Local 34 have committed to participate together to organize and build to achieve better results than our last contract.

We ended up with a zero-zero contract because we weren't organized and we weren't ready to take any action, let alone to strike. We cannot be in this position next time. There are many steps to be taken before we have to use the “strike” word. But we have to be

ready for even that eventuality.

Eliot Seide, the Executive Director of Council 14, has committed to the Hennepin County locals resources to get us ready. On April 19 the Executive Boards and stewards from our Local and Local 34 will participate in a facilitated meeting/training by Council 14 trainers. This will be the first step in learning how to map our work sites and find members who will be willing to help BUILD FOR A BETTER CONTRACT. The foundation of this campaign is one-on-one contact. You may be amazed to learn that sending mail, e-mails and even charming newsletters, doesn't get anyone moving. Research has shown that face to face contact does.

What is a union

By Merry Brigham

What is a union? Unions are organizations of workers who join together to achieve dignity, respect and fair treatment for their members. The keyword here is “join together”.

Getting a fair contract next time has nothing to do with making good arguments or justifying our reasonable requests. A contract has everything to do with showing who really has the most strength and power.

What is the solution? We have two things before the next contract negotiations:

1) WE need to change the political landscape! Whether you are a Republican, Democrat or Independent we need to contact our legislators and officials and hold them accountable. We need them to be willing to face the hard truths and stand up for what we know will help us do our jobs better and who will fight for our rights to be organized. Our legislators and officials got voted into

Eliot Seide has said many times, “Doing the same thing over and over and expecting different results is the definition of insanity.” We can't go off to the bargaining table in 2005 the same way we did in 2003 and expect to do better. The employer knew we didn't have a plan, that we weren't organized, and that 30% of our members didn't support what the union was trying to do. (30% is the percentage of fare share members we have.)

See Merry Brigham's article in this newsletter for ideas on how each of us can help this effort. And get ready to meet a member.

(Union continued from page 1)

office and they can be voted out, that is the beauty of democracy.

2) WE need to get organized and get active NOW! Would you be willing to wear a button or sticker? Will you attend rallies or attend your union general assembly? Would you sign a petition, make a phone call or write a letter? You can become active by being an elected officer in your Union or if you are "fare share" become a "full member!" If you don't know if you are "fare share" or "full member" contact a board member and we will be happy to assist you. These are things anyone of us can do and would not take much time.

What are YOU willing to do for a good contract? We got a rotten contract last year and we have to live with it for two years. If we have any hope of doing better we need to start showing our strength and power NOW! The outcome of our next contract depends on all of us.

My brothers and sisters, ask not what your local board members will do for you, but what together we can do to achieve dignity, respect and fair treatment for all.

What is a union? The answer is simple, joined together in solidarity, WE ARE THE UNION.

Bus strike—Get ready

Most union leaders and activists recognize that the ATU 1005 strike against the Metropolitan Council is the result of yet another attack on public workers. For some reason bus drivers don't deserve a living wage and affordable health care.

Hopefully every member of this local is paying attention. YOU ARE A PUBLIC WORKER! Will you be the next target? You were, in the last legislative session. We squeaked out of that one, but what about the next time? Please start getting ready. Start a strike-savings fund. If we don't go on strike in 2005,

President's report

By Molly Malecki

Short staffed? The Executive Board is doing an informal survey to find out how the current round of staff cuts are affecting you. Please e-mail us with your department site and how many workers are gone and whether you are expected to do more work. If you don't have e-mail or would rather not do it on e-mail send it in interoffice mail to me at Brookdale Service Center, Mail Code N710. Or if that is too scary send a letter to AFSCME Local 2822, P.O. Box 15755 Commerce Station, Mpls. 55415.

Day on the Hill. Nine members of this local joined 800 other AFSCME members from all over Minnesota to let our legislators know what issues concern us and how the many cutbacks are hurting our clients and customers. Those who met with Steve Swiggum were pleased that he does not expect the Taxpayers Bill of Rights (TABOR) to pass. Day on the Hill is absolutely not about Democrats and Republicans. It is about letting our elected officials know what we think and why. For the most part, participants were greeted with courtesy and attention.

Council 14 Convention. Fourteen of our members attended the convention, and most of us felt it was one of the best in recent memory. The highlight of the convention for me was the speech

you can go on a vacation.

Our local is supporting the bus drivers by donating \$500.00 to their strike fund. Some members have gone to rallies for them and have walked the picket line with them. At the AFSCME Day on the Hill, a hat was passed and \$1329.23 was collected. At the Council 14 Convention the hat was passed again and \$1011.68 was collected. Convention delegates also approved a \$1000.00 contribution from Council 14. A food shelf has been set up at the Central Labor Union at 312 Central Ave, and all monetary contributions are welcome. Send checks to ATU Local 1005 Strike Fund, Attn. Ron Lloyd, 312 Central Ave, #438, Mpls., Mn 55414

by Lee Saunders from the International. In all the years that I have attended this convention, Gerald McEntee, the International President, has spoken. And he has always been very moving and exciting to listen to. Well, I wasn't disappointed for long. When Mr. Saunders talked about the attack on public workers, he became impassioned as he recalled that the first people to go into the World Trade Center on 9/11 were public workers. And the last people to leave the site were public workers. We have a right to be proud of the work we do and we deserve to be appreciated.

Council unification. There are committees at work planning a way to unify the four AFSCME councils in Minnesota. The four councils are ours, Council 14, which represents local government employees in the Minneapolis/St. Paul Area, Council 6, State employees and the University of Minnesota, Council 65, local government employees in greater Minnesota, except for Duluth and St. Louis County which is Council 96. The purpose is to better serve the members by ending the duplication of certain responsibilities, like having four executive directors, and to consolidate other responsibilities, like having a full time research person or trainers or organizers. As it is now, one person is doing several of these jobs in each Council. There will be opportunities to attend informational meetings about this.

Very impressive

New York City architect Michael Arad, a member of Local 375 (DC 37), has won the worldwide contest to design a memorial for the World Trade Center. Arad's creation, "Reflecting Absence," was selected from 5,200 entries. Produced in collaboration with a landscape architect, the "minimalist," below-ground-level design features names of the 9/11 dead alongside a descending walkway that leads to what one reviewer describes as "an ominous and fragile pit." Arad, 34 and an Israeli citizen, is on leave from his job in the Modernization Division of the city Housing Authority's Design Department. *The next issue of Public Employee will carry an article on him and his award.*

—From the February AFSCME In Motion

Council 14 Convention highlights

By Shawneise Sudduth

The Convention began at noon on Friday, March 12th with Council 14 President Clifford Poehler introducing Mark Stangenes, president of Local 2828 of the City of Bloomington, who in turn introduced Mr. Winstead, the Mayor of Bloomington. Mr. Winstead is a REPUBLICAN who went to the legislature last session and testified against the proposal to freeze all public employees' wages.

As a Council 14 Executive Board member, I had the privilege and the honor to be part of the escort committee to walk along side Mr. William Lucy the Secretary-Treasurer of AFSCME in Washington, D.C. and Lee Saunders another person of honorable mention from the AFSCME International. Both of these two very well spoken African American men said in their speeches something that will effect each of us in this up coming 2004 presidential election. No matter if you are Democrat or Republican you vote for the person who cares about you, union labor workers.

A few more people who spoke at the convention were the Honorable Senior Senator Mark Dayton, Victoria Reinhart, Ramsey County Commissioner, and Dave Thune, the newly elected St. Paul City Council member.

The Rick Scott Award, for commitment to political action, went to Pat Guernsey from Local 552, Hennepin County Probation Officers. Pat is also the Secretary for Council 14 Executive Board.

The final count for this year's Council 14 convention was 156 delegates from 35 different locals. Attending for the first time were Walker Methodist workers with 350 members and no union contract. This employer is using every possible tactic to keep from reaching a contract with these employees. AFSCME is working very hard to make a contract happen.

Late on Saturday afternoon I was elected one of six Executive Board members for Council 14 from the Hen-

nepin County District.

There was a very big turnout for this year's Day on the Hill. Eight-hundred AFSCME public employees' presence was felt at the State Capitol.

By John Christensen

Hearing AFSCME International Secretary-Treasurer William Lucy speak at our union's District Convention in Bloomington MN, was pure delight.

He's eloquent, dignified, reasoned, and righteous. His words were "the old time religion" most have forgotten or never knew, of the enormous benefits we have obtained bargaining together, collectively, as Hennepin County public employees..

He stated this November's elections are the most important in our lifetime!

He went on to say, "I know I have said that in the past, about other elections. I may have exaggerated, I might have even been lying to you. But, this time around it's no lie!"

The current Metro Transit workers strike is all about elections: the last one.

Elections: who gets what, who decides, who pays.

DID WALKER CHEAT?

Minnesota Council 14, in a long-running battle with St. Paul's Walker Methodist Health Center, has gotten a helping hand from the state Department of Human Services. Auditors at the DHS have initiated an investigation of Walker's use of state medical-assistance payments. State law requires that two-thirds of an MA rate increase enacted in July 2002 go to wage and benefit increases. But the council has provided documentation showing no such increases.

— the AFSCME IN Motion Website

Dignity and respect

By Molly Malecki

As you may recall, there was at least one good tidbit that came out of our last negotiations. We agreed to Meet and Confer on the subject of dignity and respect. Hopefully this won't be a "tidbit" but a fine nugget of what the employees and employer can work together to accomplish.

At the presidents' meeting with Sandy Vargas and Bill Peters, they reaffirmed their commitment to this issue. The presidents and one other member from each local will meet with a management team and a mediator from the Bureau of Mediation Services to form a plan for proceeding on this project. This is a complex issue, as a lack of dignity and respect cuts in every direction: employee to employee, employee to supervisor, supervisor to employee, manager to supervisor, employee to client, client to employee. And this is still a very big work force to deal with. The employer is committing funds to have a consultant help with this process. But first we have to figure out where to begin.

As obvious as it is that a satisfied workforce is a productive workforce, it is going to be a lot of work to find what makes a satisfied worker and what are the barriers to achieving satisfaction. This union at Hennepin County has maintained that dignity and respect of and for each worker will go a long way to achieving this goal. In the meantime keep in mind that you are a mirror, whatever you project, is what you will get back. We all have to start with ourselves.

Thank you

I would like to thank my AFSCME family for sending me a get well card in my absence. It really made me feel missed and anxious to get back to our meetings. Everyone have a great day.

Mrs. Zanona Anderson
Metropolitan Health Plan

Local 2822 Officers

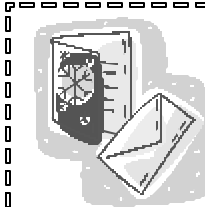
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Molly Malecki	763-569-3683
Vice-president	
Donovan Swain	763-420-8308
Treasurer	
Walter Hanson	763-569-3683
Recording Sec.	
Lynn Stetler	952-847-8569
Co-chief Steward	
Sheryn Cartlidge	612-596-1322
Co-chief Steward	
Shawneise Sudduth	612-821-4512
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Merry Brigham	612-348-9358
E-Board at Large	
Merry Brigham	612-348-9358
Terri Roddy	612-728-5941
Vacant	
Vacant	
Delta Dental Trustee	
Ann Baird	763-569-3683
Good & Welfare	
Heather Clark	952-847-8650 <i>hclark@hclib.org</i>

Bulletin Board

The New Voice deadline is April 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 952-847-8650 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,
1-800-862-6042.
Always refer to your group number 538.

Editors
Molly Malecki & Lynn Stetler
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Annette Tiedens

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:

Merry Brigham
CSD—110 Bldg, mc1890

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.

Steward's List

Steward	Phone	Representing	Location
Sheryn Cartlidge	612-569-1322	CP/Call Center	Century Plaza
Shawneise Sudduth	612-821-4512	CFASD	Sabathani
Zanona Anderson	612-347-5356	MHP	A.Y. McDonald Bldg.
Julie Axtell	612-348-6186	Service Center	Gov't Ctr. Service Ctr.
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
Janet Keefe	612-348-2564	EA/FAD	Century Plaza - 3rd Floor
Jennifer McNair	612-596-8000	Sheriff	Jail
Lynn Stetler	952-847-8569	Library	Ridgedale Lib./CAB/ Collection Management
Bennie Wilson	612-596-8025 (evenings)	Sheriff	Jail