

Hello—contract campaign calling

By Molly Malecki

The first step in our new contract campaign began on March 8th when six members of this local began surveying our members through a phone bank at the Council 5 office in South St. Paul. The phone bank continued on Sunday March 20. We are only asking two questions: what are your top three priorities for the next contract? And in what way are you willing to help achieve these priorities? Then we have a list of suggestions.

We really appreciated all of you who took time to speak with us. And we found it encouraging that so many of you are willing to help get a decent contract. Some of us were surprised that

many of you are thinking about a strike—that you are willing to strike if need be. Your negotiating team needs to know this.


If we don't get a chance to reach you on the phone bank, don't hesitate to e-mail me with your answers to those questions—Mmafscme2822@aol.com

We had a lot of bad phone numbers. If you have had a new number in the last several years, e-mail me that, too.

I want to thank those who took their own time and drove to South St. Paul to help with the phone bank: Lynn Stetler, Walter Hanson, Zanona Anderson, Ann Baird, John Christensen, and Jennifer McNair. You are appreciated.

Election of officers

Nomination of officers took place at the February Membership Meeting, and since none of the nominations was challenged, the following people were declared elected by John Christensen, chairman of the election committee: president, Molly Malecki; vice president, Lynn Stetler; recording secretary, Jeanne Whetstone; chief steward, Zanona Anderson; e-board at large, Nichelle DeCora, Jennifer McNair and Merry Brigham. The positions of membership secretary, co-chief steward, trustee and an at-large position remain vacant. If you are a member and are interested in any of these vacancies, contact Molly Malecki. Delegates to Central Labor Union are Ann Baird, John Christensen and Molly Malecki.



**April
Membership
Meeting**
Tuesday, April 5
7:00 p.m.
Ridgedale Library

May Membership Meeting
Tuesday, May 3
7:00 p.m.
Ridgedale Library

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

Health care

By Molly Malecki

Dawn Klingman and I, as Local 2822 representatives to the Hennepin County Labor/Management Health Care Committee, have been attending a "Health Insurance and Health Cost Education Series". There will be a total of five sessions with presentations on various aspects of health insurance and the cost drivers. This is in preparation for the negotiating of next year's health care coverage.

It is not news that health care costs and insurance costs are increasing at an astronomical rate. What we are learning is what is driving this and what are alternatives to the type of insurance plans we are accustomed to. We have seen long lists of "cost drivers" from the obvious, drugs and expensive technology, to the less obvious, an insurance

system that insulates patients from costs of care and provides no incentives to use efficient, cost effective providers. We might think twice about a procedure if we knew how much it cost. Is this MRI necessary? Our society has the attitude that we should have care now, no waiting, and that heroic life-saving attempts always be made.

"Consumer Driven Health Care" is a supposed way of moving the consumer from a passive participant to an educated and informed consumer. We will be hearing more about Health Reimbursement Accounts (HRA), Health Savings Accounts (HSA), coinsurance, deductibles, and copays. In the end we will all have to be paying a lot more attention to how we are spending our health care money.

March forth with Dignity and Respect

By Lynn Stetler and Molly Malecki

The following new Dignity and Respect pilot programs are the outcome of the Labor/ Management Meet and Confer on Dignity and Respect. The Directors of the Library and Taxpayer Services volunteered their departments to be pilots.

The ultimate goal of the county is to bring healthy behaviors to all departments. County Board Chair Randy Johnson and County Administer Sandra Vargas stated in their December 2004 memo, "Dignity and Respect must become the foundation of ALL Hennepin County workplaces-- anything less will not be tolerated."

In the meantime, we should all be aware of the revised Diversity, Non-Discrimination and Respectful Workplace Policy and corresponding complaint process, which was approved by the County Board of Commissioners in August 2003. If you witness disrespectful behaviors at county work sites by an employee at any level in the organization, management or line staff, contact your supervisor, or Human Resources, or a union representative. This type of behavior should be addressed in accordance with county policies. Our AFSCME brothers and sisters at Hennepin County Medical Center have already established a work group to address this issue. We will keep you informed as to progress and success achieved via these pilots.

Check our Web site

Merry Brigham has been doing a superior job of keeping our web site updated and current. As we begin planning for negotiations, it is going to be the quickest means to communicate with our members.

On the Web site you can find lists of officers, stewards, minutes of membership meetings, newsletters, our contract and links to other Web sites. Put it in your favorites.

<http://www/afscme 2822.org>

Library

On March 4, 2005, the Library began its Dignity and Respect pilot initiative. As part of the rollout, a bouquet of daisies was delivered to each agency and department. Buttons, created by the Library's graphic artist from a design that took root at Regions Hospital's Dignity and Respect project were also distributed. Staff are strongly encouraged to wear these buttons but it is not mandatory.

A team of 32 people was chosen by a steering committee of Human Resources Manager, Vicki DeFord and union leaders, Jan DeSirey, Solveig Nilsen and Lynn Stetler. These women are all part of the countywide Labor/Management Dignity and Respect team. This team represents the job and role diversity at the library--from



Public Service Assistant to Librarian, all the way to the top, Director, Amy Ryan. We are lucky enough to have been able to hire an outside consultant, Deborah Anderson, from Respond2, Inc. to help us with this important project.

Over the course of the next 18-24 months, the goal of this group is to engage staff in promoting healthy behavior while reducing and eliminating harmful behavior in the workplace. At our first meeting, we identified team hopes, healthy and harmful behaviors and explored preferences of how we'd like to be approached if perceived as using harmful behavior.

Over the course of the next months, we will be assessing staff and the results will be infused into an action plan. Implementation, evaluation, and embedding the team's work into the workplace are important parts of this initiative.

Taxpayer Services

Jean Bierbaum and Molly Malecki, both from Taxpayer Services, were part the Labor/Management Meet and Confer on Dignity and Respect. When Patrick O'Connor, Director of Taxpayer Services, volunteered his department for a pilot, Jean and Molly were the logical choices to get the ball rolling and will serve as co-chairs. Patrick feels that this effort is so important that he wants it rolled out to the whole department at once, and he wants everyone in the department involved.

Marie Fredrickson, the trainer from the Service Centers has been tapped to take the leadership in bringing the pilot to all the areas in Taxpayer Services. The pilot will also involve input from Human Resources, which will help with training and surveys. Ann Daly, Luanne Laurents and Doug Nonemaker have begun helping with this project.

The focus of this pilot is on *behavior*.

We all want to work in an environment where the *behavior* is respectful. We will have to learn what is healthy behavior and what is unhealthy behavior, what actions are respectful and what actions are disrespectful. We will have to learn how to tell one another when behaviors are harmful or disrespectful. This is a process that will take time to develop. But our Director is determined that we will achieve this and is providing the time and resources for it to happen.

Mission Statement

AFSCME's Mission is to "promote the organization of workers in general and public employees in particular. To promote the welfare of the membership and to provide a voice in their determination of the terms and conditions of employment. AFSCME is committed to the process of collective bargaining as the most desirable, democratic and effective method to achieve this."



We were loud and proud

Eleven members of Local 2822 joined one thousand AFSCME members from all over Minnesota and rocked the capitol on

March 16th. The annual AFSCME Day on the Hill was a raucous, energetic event. At the rally in the rotunda, we shouted, “No justice, no peace”, “No more Band-aids” to try and fix the state budget. The following are some observations by those who attended.

Dawn Klingman

It was an exciting Day on the Hill. The Rotunda was filled with AFSCME people! An aide told me that they left their offices to see what was making so much noise in the Rotunda, which of course was us! The message was "No more Band-Aids!" and "No More Gimmicks!" We delivered a Band-Aid to Governor Pawlenty. My district met with a number of legislators.

Diane Caldwell and I stopped in Mike Hatch's office to ask about the new bill on Universal Health Care, and we got to meet him! He gave us copies of his book "Minnesota Health Care: Making the best of a bad bargain (a working draft)." I am looking forward to reading it and am hopeful that it will add insights for our Labor/Management Health Care Committee."

Zanona Anderson

I can't believe the numerous times I have been in the capital speaking on Domestic Violence and just being there in support of other issues, and I had never had a tour of that elegant, well designed piece of art work. I was just impressed and I thank you for an opportunity to attend.

Lynn Stetler

I loved the comments I heard from a number of people about a sign from the U of M workers—HEALTH CARE AND A LIVING WAGE—what a concept! Imagine having to ask for that.

Julie Axtell

It was an exciting day! Day on the Hill has been an annual event for me, and every year it's different. Some years I'm talking to my representatives and they seem to hear my voice, and then other years like this year I feel like I'm a small voice not being heard. Even though I feel I'm not heard I feel it is important to speak out on our issues of affordable health care and not to privatizing public services. Every voice is important and if our representatives don't get the opportunity to hear from their constituents they can't possibly know what we want. I strongly encourage other members to attend Day on the Hill next year.

Molly Malecki

As six of us sat in Representative Debra Hillstrom's office in the State Office Building, she checked her e-mail to see what her constituents were writing about. The majority of the 60 e-mails she got that day were about gay marriage. Why weren't the majority about health care for Minnesotans, or about transportation, or about education? She said if she doesn't hear about a subject, how does she know her constituents care about it? Fifty-one members of Local 2822 live in her district, 46B, why aren't we all sending her e-mails about what concerns us? Why aren't we all writing letters or phoning her to tell her what we want? We can't underestimate the influence we have over our representatives. Those of you who have more conservative legislators have to get busy telling them what we want.

When should I call a steward?

- › Always call a steward if you are called into an investigation meeting that may lead to your being disciplined.
- › Call a steward if you feel you have been disciplined unjustly or too severely.
- › Call a steward when you think our contract has been violated. Our contract is on our Web site <http://www.afscme2822.org>. It is also on the Hennepin County Intranet under Labor Relations.
- › Call or e-mail an officer or steward to get a paper copy of the contract.
- › Call a steward or officer if you would like to become more involved in the union. We need your help.
- › Call if you have a question—better call and not need a steward than not call and wish you had.

Stewards are listed on the back page of this newsletter. The best idea is to call a steward who is geographically close to you. Or call Chief Steward Zanona Anderson and she will find a steward to help you.

Incidentally, we have 3 new stewards. We have a new steward in the Jail, Bridget Walker. And two members from the Health Services Building will join the ranks of stewards after their training in April. They are Mary Dwyer and Jessica Trujillo. Local 2822 welcomes them aboard.

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. 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, 2005.

The procedure can be accessed through the Internet by going to www.AFSCME.org/, under “New Publications” go to “Current Editions of”: click on “Public Employee”, under “Departments” click AFSCME Political Rebate Procedure.”

Local 2822 Officers

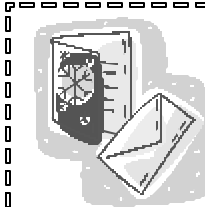
President Molly Malecki <i>Mmascme2822@aol.com</i>	763-549-3498 Urgent: 763-569-3686
Vice-president Lynn Stetler	952-847-8569
Treasurer Walter Hanson	763-549-3498 Urgent: 763-569-3686
Recording Sec. Jeanne Whetstone	952-847-5455
Co-chief Steward Zanona Anderson	612-347-5356
Co-chief Steward Vacant	
Membership Sec. Vacant	
E-Board at Large	
Nichell DeCora	612-348-8841
Jennifer McNair	612-596-8000
Merry Brigham	612-348-9358
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 April 5. 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.

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Steward's List

Steward	Phone	Department	Location
Zanona Anderson	612-347-5356	MHP	A.Y. McDonald Bldg.
Julie Axtell	612-348-6186	Service Center	Gov't Ctr. Service Ctr.
Nichelle DeCora	612-348-8841	CFASD	Planning and Development 23 rd Floor, Gov't Center
Mary Dwyer	612-348-6001	HSD	Health Services Building
Jody Goers	612-596-8080	Sheriff	Jail
Walter Hanson	763-569-3683	Service Center	Brookdale Service Center
Janet Keefe	612-348-2564	EA/FAD	Century Plaza - 3rd Floor
Angela Mangen	952-830-4985	Service Center	Southdale Service Center
Jennifer McNair	612-596-8000	Sheriff	Jail
Lynn Stetler	952-847-8569	Library	Ridgedale Lib./CAB/Collection Management
Jessica Trujillo	612-348-6001	HSD	Health Services Building
Bridget Walker	612-596-8080	Sheriff	Jail

I want a paper contract

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.