



April Membership Meeting

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

**May Membership Meeting
Wednesday, May 7, 7:00 p.m.
Minneapolis Central Library
Mary Doty Board Room, 2nd Floor**

**Special order of business:
Election of delegates to the
AFSCME International Convention**

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

Change of meeting days and place

The members at the March Membership Meeting voted to change the meeting day of the membership meetings to Wednesday. It was also decided to add Minneapolis Central Library to the rotation. The monthly meetings are held at Brookdale, Southdale, Ridgedale and Minneapolis Central Libraries.

The dates and places of the meetings will be in the newsletters and on our website:

www.afscme2822.org

Is your seniority date correct?

Every employee in the Local 2822 bargaining unit should have received a letter at his/her home regarding their seniority dates. The letter began by stating, "In preparation for possible future layoffs, your Union, AFSCME Local 2822 is updating the seniority list to make sure it is correct." Employees have until **April 28** to contact President Lynn Stetler if any think their seniority date is incorrect. Her phone number is on the back of the newsletter.

The officers and stewards listed on the back of the newsletter have the seniority list. You may also access the list on the County Intranet at the Labor Relations Department website. The list is also on the Local 2822 website: www.afscme2822.org.

By contract, there is a limited amount of time in which to have corrections made. That date is **April 28**. If you feel your seniority date is incorrect, contact Lynn Stetler with your full name, job classification, county department, work phone number, the date you believe is correct, and any documentation which supports your position. This information will then be presented to County Labor Relations and the record investigated. We are hoping to have the results back by the end of May.

If you did not get the letter regarding this, we probably don't have your correct home address. Please contact Christina Domeier at 651-450-4990 at AFSCME Council 5. Also, if you have changed your name, please call Christina so she can update the record.

International convention

The AFSCME International Convention is scheduled to be held in San Francisco California from July 27 through August 1, 2008. The business of the convention will include electing the President and the Secretary-Treasurer, and passing resolutions to guide the union for the next two years. Since this is a national election year there will also be many candidates addressing the assembly.

Delegates from Local 2822 will be elected at the May 7th Membership Meeting. The Executive Board will

recommend how many members to send.

Anyone interested in being a delegate should attend that meeting and be nominated. Or if unable to attend, contact an officer to have your name put into nomination.



AFFORDABLE HEALTH CARE CONFERENCE

On February 22 and 23, ten members of Local 2822 attended the "Affordable Health Care Conference" sponsored by AFSCME Council 5 at the Ramada Mall of America in Bloomington. The following articles were written by some of those who attended. Others who attended were Ann Baird, John Christensen, Molly Malecki, Lynn Stetler, Theresa Smith and Janna Carlson, whose article is so enthusiastic it will be published in the next newsletter. If you want more information about this fantastic conference, contact any of the attendees. There is so much more yet to be said from the conference. And there will be more in the next newsletter.

By Dawn Klingman

I had the opportunity to attend AFSCME Council 5's "Affordable Health Care Conference," February 22-23, 2008. This was a ground breaking conference for not just AFSCME Council 5, but was a first of its type for all of AFSCME. The state of Minnesota pioneered HMOs, and AFSCME Council 5 is pioneering efforts to help contain health care costs. The campaign they have initiated, they are calling the "**5% Solution.**"

We need to find a way to define what affordable health care is. What about if people would not pay more than 5% of their income on health care? What if all of one's health care, dental, glasses, vet bills, and so on, would have a cap of say 5%? How would that be? The 5% figure is a talking point, not a hard number. Americans need a guarantee of affordable, quality health care with choices. What became very clear is just how complex the issues have become in the United States. The "**5% Solution**" is not actually a solution, but a call to the public and legislators to look at health care in terms of affordability. As they say, what gets defined gets done. And we need to get this done!

By Tammy Richert

The affordable health care conference was a report card on the national health care crisis in Minnesota and America. The break through moment for me was the *Sicko* movie, when Michael Moore

shed light on the worldly element of health care. Exaggerated? Perhaps, but do we as Americans always feel that our way is the best way? Do we believe in our government's ability to provide and protect us? If now we know that change is possible, will we as a nation act on it?

A bigger question is what can I/we do?

I have learned many things early in this new year of 2008:

- A journey of a thousand miles begins with one step.
- How very fortunate I am to have my good health and decent health care insurance.
- How AFSCME is working to help all Americans, seeking to educate and represent the many, not the few.

What have I taken away from this conference to educate and share with people?

- How to talk the language and speak easily about health care in America.
- How the 5% option would benefit all of us.
- Where America stands on healthcare worldwide.
- A basic history of modern healthcare in the US.
- The *Sicko* movie.
- To protest and fight for change in America.
- Vote for representatives that will demonstrate strong leadership and a real desire to make a difference.
- Materials to share and distribute.

By Kathy Sell

Why I went to the conference:

The last health insurance premium increase forced me to sit down and re-evaluate my household budget; I already pay 16% of my gross income on premiums, drug co-pays and office visits for me and my twenty three year old daughter. While I feel lucky that I am able to cover her until she is twenty five, if my premium goes up much more I won't be able to cover the co-pays except in emergency situations. In addition, I worry

about whether she will be able to afford her own health insurance; fewer and fewer employers offer any type of coverage—affordable or not. Therefore, I went to the conference in order to find out what was being done to assure quality, affordable health care for all.

What I found out:

I found that contrary to most Americans' beliefs, we don't have the best health care in the world—just the most expensive!

- USA spends more on health care than most other western countries.
- USA has fewer doctors and hospital beds than most other western countries.
- USA hospital rate is 40% more expensive than most other western countries.
- USA out-patient services cost 36% more than most other western countries.
- USA prescription drugs cost 27% more than most other western countries.
- USA administration costs are 82% more than most other western countries.

There has to be a better way.

What is being done?

- The first step was to establish a budget for health care. By defining "affordable"—the **5% Solution** does just that, it defines affordable as "no one should have to pay more than 5% of their gross income for premiums, office visits and co-pays." The 5% is based on the same principles utilized to establish that no more than 30% of your income should be used for housing (Federal) and the federal government sets 5% of household income as the limit for premiums and out of pocket expenses for the State Children's Health Insurance Program. (The state has established similar guidelines.)
- The second step was the conference purpose which was to educate a core group to:
 1. Learn the **5% Solution**
 2. Talk to people

(Continued on next page)

Meet President Lynn Stetler

Since we have welcomed about 130 new members to our Local through the merger of Minneapolis Library and Hennepin County Libraries, and since we have just elected a new Executive Board, we should meet our officers. We will begin with our new president, Lynn Stetler:

Title: President, steward, and secretary of Hennepin County Policy Committee.

What is your job at Hennepin County?

I am an Associate Librarian in Technical Services at the Library. I've worked at the Library for 32 ½ years.

Hobbies: Knitting, jewelry making, card making, gardening and travel.

Previous jobs: Sales jobs, receptionist but who can remember after all my years at the Library.

What's your dream job?

To work in a little gift shop or flower shop.

How did you become active in the union?

The Library did a job study in 1995 and it included the recommendation of an increase in pay as well as many other changes. I presented the study to the union leadership and they promised to do their best to get us more money and they did. I decided that I had to give back to the union. I started just by attending membership meetings and eventually became an At-Large member of the Executive Board, then a Steward. Being part of the union leadership has so changed my life—in a very positive way.

What's something that most people are surprised to learn about you?

I love to play in the dirt.

Goals for the year:

Be a good listener, to build the union. Build better partnerships with labor and management; and walk my dog Sally more often.

Advice: The Golden rule—Do unto others as you would have them do unto you. And always make time in the day for some laughter.

New vice-president, Old president Malecki

By Steve Marincel,
Business Representative,
AFSCME Council 5 AFL-CIO

Effective the end of the day on February 29, Molly Malecki is retiring as President of AFSCME Local 2822 after serving for nine years. She served during a difficult time when the state and federal government began making large funding cuts to Hennepin County.

Those of us who have worked closely with her know of her dedication and commitment during her tenure as president. One of her major accomplishments was the better ties she has forged with other AFSCME locals representing Hennepin County workers. This resulted in one of the best contracts Local 2822 had in the last 18 years, and this at a time when the general public had little respect for the work our members do as public employees.

Another of her many positive legacies was the different ways she constantly invited and encouraged active participation of others in Local 2822. One example of this was the "Open Forum" time she created at the beginning of the Local 2822 Membership Meeting agenda, when members could raise questions about various concerns that they had. Molly accomplished this and much more while also doing her job as a county employee at the service centers.

Being a local president is too often a thankless job. And it is a job with a lot of responsibility. In order to perform her role as president effectively, Molly willingly made personal sacrifices in terms of time and money.

Thankfully, Molly is not going away and will continue to be a presence in the union as the vice-president. She is also continuing in her position as a member of the AFSCME Council 5 Executive Board advocating for her local and other county locals.

Her hard work left a much stronger local than when she started as president. And, after all, isn't that the measure of how good a leader she has been as president?

By Nancy Crouse

The winds of change are upon us. These winds come upon us not only in the form of the candidate of Obama, but in the health care conference that I just attended for the union. The audacity of hope is drawing out of the woodwork, all sorts of money, power, people and initiatives. The health care action of the union is unprecedented in the state of Minnesota, but the time is ripe and the political landscape is shifting, making this feasible now!

The union landscape is shifting internationally in favor of unions with bold clarity. New tactics and militancy is taking hold and taking back what is rightfully theirs. A case in point is the union action at the French Michelin Tire Factory where two human resource managers were shut in their own offices and held hostage for three days. (Financial Times 03-04-08, p. 13) Imaginative and effective, underlining the fact that the turning point is upon us.

(Continued from previous page)

3. Urge candidates and legislators to support real reform
 4. Support your union in bargaining for health care.
- The third step is the responsibility of you and me to talk to everyone we meet—friends, family, co-workers, people waiting in line at the doctor's office, grocery store, our kids' schools, as well as candidates and legislators to ensure a healthy and affordable future.

For more information on the **5% Solution**, go to www.afscmemn.org. When you get to that site, click on "Resources" at the top, then on "Affordable Health Care". There is a chart that you can use to see how much of your income is spent on health care. Also see the videos on the right hand side that relate to the 5% solution.

Local 2822 Officers

| | |
|--|---|
| President Lynn Stetler | 952-847-8569 Urgent: 763-245-8285 |
| Vice president Molly Malecki | 612-543-0272 |
| 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 Marilyn Bell | 612-630-6702 |
| 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 | 612-543-0272 |
| Good & Welfare Heather Clark hclark@hclib.org | 952-847-8523 |


Bulletin Board

The New Voice deadline is May 7. 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

Steward's List

| Steward | Phone | Department | Location |
|-----------------------------------|---|-------------------------|---|
| Theresa Smith Co-chief Steward | 612-596-0826 | Mental Health Clinic | Brooklyn Center |
| Marilyn Bell Co-chief Steward | 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.