

Building for a better contract



May Membership Meeting

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

Special order of business:
Election of Delegates to the
International Convention

June Membership Meeting
Tuesday, June 1
7:00 p.m.
Ridgedale Library

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

The officers and stewards of Local 2822 met in a daylong retreat on April 19 at the Ridgedale Library. The morning was spent learning about the Unification plan, discussing and planning for the rest of this year. Once a year the executive board has a retreat, but this year the stewards were included as they are the face of the union to most members.

At 1:00 the officers and stewards of Local 34 and the librarians joined us for our first training session on "Building for a Better Contract." It was an intense session of discussing how we have all been affected by the

budget cuts that we are all working under. Then we broke into groups to learn how to and to practice talking to members face to face about these issues and to plan for our next training session, which will be May 21.

Our assignment is to talk face to face with two people and bring them to the next session. We will be working together as locals, so a social worker at your work site may ask you to attend. This is a communication tool that we are building, and all of us AFSCME members are going to be working together for the good of all of us.

Council Unification Meetings

As written in the President's report in last month's newsletter, there are plans to consolidate the four AFCME Councils in Minnesota. Before this can happen, there will have to be a special Council 14 Convention to vote on this issue. In order for our members to be informed, the Council has set up the following meetings to present the plan.

Holiday North (Old McGuire's), 1201 W County Rd E., Arden Hills	Wednesday, May 12	12:30-3:00 p.m. and 6:30-9:00 p.m. (Kilarney Rm)
St. Paul Trades, 411 Main, St. Paul	Thursday, May 13	Noon-2:30 p.m. and 5:00-7:30 p.m.
AFSCME Bldg., 300 Hardman Ave., So. St. Paul	Thursday, May 20	6:30-9:00 p.m. (Conf. Rm. A)
Mpls. CLU, 312 Central Ave., Mpls.	Thursday, May 27	6:30-9:00 p.m.
Ridgedale Library, 12601 Ridgedale Dr, Minnetonka	Wednesday, June 2	6:30-9:00 p.m. (large room)
Southdale Library, 7001 York Ave. So., Edina	Thursday, June 3	6:30-9:00 p.m. (whole Conf. Rm)
Pillsbury Rm @ HCMC, 701 Park Ave. S., Mpls	Friday, June 4	Noon-2:30 p.m. and 5:00-7:30 p.m.

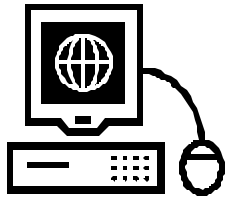
Where's my contract?

After the settlement of the last two contracts, individual contracts were sent out to each member. In a spirit of fiscal responsibility, the executive board recommended and the membership concurred that contracts not automatically be sent to all members. Our contract is on the Hennepin County Intranet, so it is available to most members that way. Our contract is also on the Local 2822 Website: <http://www.afscme2822.org>.

Membership Secretary, Merry Brigham has 500 hard copies of the contract for anyone who would like to have a paper one. Contact her by e-mail, inter-office mail (CSD—110Bldg, mc 1890) or clip the coupon on the back of this letter and ask for one. Stewards also have copies. Anyone maintaining a union bulletin board should have one to post there.

Website updated

The Executive Board of Local 2822 has appointed Merry Brigham as the new Webmaster of our Website. Since her appointment she has updated the site and has added some interesting features. Our Web address is <http://www.afscme2822.org>. Get this on your "favorites" and check it regularly for important updates. As the "Building for a Better Contract" gets going there will be important information on the Website.



The most important thing on our web site is our contract. The entire contract is there. Our newsletters will also be there, so you can refer back to previous articles. The list of officers and stewards are also included.

We want to acknowledge and thank Sheryl Johnson for the marvelous job she did in setting up this site. She did all the footwork getting this site up and running. She created a Website we can all be proud of.

Convention International

Delegates to the AFSCME International Convention in Anaheim, California will be elected at the May membership meeting. The convention will be held June 21 through June 25. Our local is entitled to six delegates, but the executive board is recommending sending only three. As we are preparing already for the next round of negotiations, the board felt that we should conserve our funds at this time.

The executive board is also asking that any candidate for the convention state why he/she wants to go and what they would expect to bring back to the local. The standing rules require that convention attendees submit brief reports to the newsletter

The convention is held every other year. This year's convention will include the election of president, secretary-treasurer and international vice presidents. There is a proposed constitutional amendment to raise dues, also.

To be a delegate to the convention a person must be a member in good standing since February of 2004.

Convention highlights

By Donovan Swain

One of the highlights of attending this year's Council 14 Convention was the opportunity to hear Lee Saunders speak. He is Assistant to AFSCME International President Gerald McEntee. He was a relatively soft spoken man considering his position in our union, but his message came through loud and clear... We need to organize for power!! There are 1.4 million people represented by AFSCME. The AFL-CIO, of which AFSCME is an affiliate, has 13 million members. AFSCME has 52,000 members in Minnesota. Imagine what we could

accomplish if we would get coordinated to focus on our core issues.

We need to mobilize our people to work for candidates and to help get out the vote. We need to rally around the things that unite us, like getting jobs that pay a living wage and that have affordable health care, or shifting some of the burden of taxation off the working men and women of America and putting some of it back on the big corporations and the top 1% or 2% of income earners (especially the ones that can afford to hire an army of accountants that enable them to avoid paying any taxes at all!). Don't let anyone use "social" issues, that we may honestly and passionately disagree upon, to divide us and get us fighting amongst ourselves. Stay focused on the "common ground" that we can all agree upon!

Political rebate procedure

For those who don't hold with the AFSCME's constitutional objectives "To promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as the most desirable, democratic, and effective method to achieve this. **Both as union members and as citizens, we shall also employ available legislative and political action.**" (emphasis added) you may apply for the political rebate.

The procedure must be begun by May 16. The procedure is described in the latest issue of "AFSCME Public Employee" on page 31. If you have misplaced your current issue you may find it on the Website: <http://afscme.org>. Click on "Public Employee" under "New Publications". It is the very last item on the list.



Nellie Stone Johnson Scholarship

Local 2822 has been a long time supporter of the Nellie Stone Johnson Scholarship. For seventeen years this scholarship has been able to offer financial support to minority students who have a union connection. One of our members has been a recipient in the past. The program has provided over \$100,000 in scholarships to more than 100 state university, community and technical college students.

Nellie Stone Johnson, who died in 2002 at the age of 94, worked her whole life in support of minority concerns, the rights of workers and equal opportunities for all people. She was the first woman vice president of the Minnesota Culinary Council and the first woman president of Local 665 Hotel and Restaurant Employees Union. And she was the first black person elected to citywide office in Minneapolis when she won a seat on the Library Board in 1945.

Zanona Anderson, who works at the Metropolitan Health Plan, attended this years scholarship dinner at the Radisson Hotel in Bloomington. She said that Nellie was a political activist and a fascinating woman. One thing Zanona learned at the banquet was that at the end of the day, Nellie wanted her beer.

Worth quoting

Every advance in this half-century—Social Security, civil rights, Medicare, aid to education, one after another—came with the support and leadership of American Labor.
— Jimmie Carter

With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men, than any other association of men. — Clarence Darrow

Delta Dental Bytes — May is open enrollment

By Lynn Stetler, Recording Secretary & Steward and Ann Baird, Delta Dental Trustee

Some of the most frequent questions we are asked as stewards and Executive Board members are regarding the Delta Dental insurance plan. Here are some of the most commonly asked questions. Keep in mind that these questions apply to members of Local 2822 and certain other locals. Not all AFSCME union members in the county are eligible for this program.

How do I sign up for Delta Dental?

You must obtain, sign and submit an application to any officer or Steward. You may obtain an application from Ann Baird at 763-569-3683, or from any officer or Steward. An application is also contained in the union new member packet that you **should** have been given at Orientation with the county. Instructions are included on the back of the application.

When must I apply?

You must apply within 60 days of eligibility. You are eligible for coverage on the first day of the month following one full calendar month of continuous employment in a **PERMANENT, BENEFIT-EARNING** position. This includes part-timers who work as little as 20 hours per week. **Example: start** date is 5/15, **eligible** 7/1, application must be submitted within 60 days of 7/1. For current employees who have never filed an application, open enrollment is May 1 through May 30.

Why can't the County's Benefits Department help me?

This is a union program administered by Council 14, not Hennepin County.

Who is entitled to Delta Dental Benefits?

PERMANENT, BENEFIT-EARNING employees and their spouses and unmarried, dependent children from the moment of birth until age nineteen. In certain circumstances coverage may continue after age nineteen. Refer to pages 8 & 9 of the "Delta Plan Summary". Need a copy? Contact Ann Baird at 763-569-3683.

Is there a charge?

You will see no payroll deduction for Delta Dental coverage. The plan is paid through a Union Trust Fund. This is a negotiated benefit where, in some contract years the county pays and in other years the employees pay a certain number of cents per hour.

Is there a list of dentists that participate in this plan?

It's always a good idea to ask your dentist if he/she is a "participating dentist". You may also check this Web site www.deltadental.com to find a dentist. Some dentists say they are "participating", but actually mean they honor Delta Dental as an insurer, but their fees may not actually be totally covered by Delta Dental. It is a good idea to request your dentist get pre-authorization from Delta Dental prior to having work done.

If I switch job and leave Local 2822 to take another job within the County, can I keep my dental benefits?

If a member switches to another local, he/she may still be eligible for the Council 14 administered Delta Dental. You need to check with an officer or steward in your new Local or call **Cindy Pince at 651-287-0564**. If this program does not cover your new position, you can continue the plan through COBRA for two months by paying (currently) \$43.50 per month. Forms for COBRA may be obtained from Cindy Pince.

I'm retiring from the County, how long can I continue to use the dental plan?

Members can continue the plan through COBRA for up to 18 months. You must pay the premium each month. If you miss a payment, you are automatically dropped from the plan. You can pay the 18 months in a lump sum. The cost each month is currently \$43.50. Normally, information and an application are mailed to the retiree from the Council office as soon as the Council learns of the impending retirement. If you don't receive it, Contact **Cindy Pince at 651-287-0564**.

What is our Group Number?

538-0004

What is my Subscriber Number?

Currently, the subscriber number used by Delta Dental is your social security number. If you take issue with your social security number being used, contact Delta Dental directly. They will work with you. Their number is 651-406-5900

Local 2822 Officers

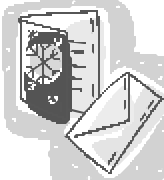
President Molly Malecki	763-569-3683
Vice-president Donovan Swain	763-420-8308
Treasurer Walter Hanson	763-569-3683
Recording Sec. Lynn Stetler	952-847-8569
Co-chief Steward Sheryn Cartlidge	612-596-1322
Co-chief Steward Shawneise Sudduth	612-821-4512
Membership Sec. Merry Brigham	612-348-9358
E-Board at Large	
Terri Roddy	612-728-5941
Vacant	
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 May 4. 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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Annette Tiedens

Steward's List

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Zanona Anderson	612-347-5356	MHP	A.Y. McDonald Bldg.
Julie Axtell	612-348-6186	Taxpayer Services	Gov't Ctr. Service Ctr.
Nichelle DeCora	612-348-9162	CFASD	Planning and Development 23 rd Floor, Gov't Center
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	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.