

Contract campaign continues

By Molly Malecki

Many members have stepped forward to help this Local get a fair contract this fall. Many, many more are needed. Below is a list of those who have already volunteered.

The Master Team will have its first meeting on May 5th to begin preparing our proposal to the employer. We will be meeting with members from all 9 AFSCME locals in Hennepin County. If there is an issue that you feel needs to be addressed contact someone listed below. If you would like to be part of this team, contact me, Molly Malecki by e-mail, Mmafscme2822@aol.com, or leave a message on my voice mail 763-549-3498.

MASTER TEAM

| | |
|---------------------|-----------------|
| Molly Malecki | Jennifer McNair |
| Dawn Klingman | Lynn Stetler |
| Christine Spaulding | Walter Hanson |
| Lisa Shephardson | Nancy Crouse |
| Zanona Anderson | Mary Dwyer |
| Janet Keefe | Ann Baird |
| Bridgette Walker | Heather Clark |
| Jessica Trujillo | Jane Byrne |
| Jeanne Whetstone | Julie Axtell |
| Donovan Swain | Charles Stech |
| Nichelle DeCora | |

The Action Team will be having a training class on May 3rd. Again this will be a group from all 9 AFSCME

Locals, and their mission throughout negotiations will be to keep the members informed and activated to support the negotiating team. Many more people need to become active on this team. Please let Zanona Anderson know if you want to help here.

ACTION TEAM

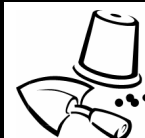
Zanona Anderson
Joann Hanson-Sanford
Walter Hanson
Paul VanWinkel
Ann Baird
Christine Spaulding

The Strike Team will be having training on May 19. In the event that the negotiating team cannot reach a reasonable agreement and the Local 2822 members are unwilling to accept a substandard contract, we have to be ready to strike. Strike Team members will learn what is necessary to have a strike and will be ready to carry one out if need be.

STRIKE TEAM

Dawn Klingman
Jessica Trujillo

Another group that is very important to your effort are those who have volunteered to help with the phone banks. So far we have spent three evenings calling members. We have another phone bank scheduled for May 11th at



May Membership Meeting

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

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

July Membership Meeting
Tuesday, July 5
7:00 p.m.
Southdale Library

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

6:00 at the Council 5 office in South St. Paul. We expect to continue this activity throughout negotiations—it is a good way to talk person to person with members to update them and to solicit their help. If you would like to help in this way, please let me know.

PHONE BANK TEAM

| | |
|------------------|-----------------|
| Lynn Stetler | Walter Hanson |
| Zanona Anderson | Ann Baird |
| John Christensen | Jennifer McNair |
| Lisa Shephardson | Jane Byrne |
| Donovan Swain | Mary Dwyer |
| Janet Keefe | Joanne Glomski |
| Phyllis Brandt | |

Council 5 position filled

AFSCME Council 5 Executive Board elected Molly Malecki to the seat vacated by Shawneise Sudduth when she terminated her employment with Hennepin County.

Local 2822 is one of the largest locals in the council, and support staff and clericals are some of the lowest paid members of the council. At the founding convention of Council 5, a seat in the County Sector was won by our member, so it is fitting that another Local 2822 member should continue on the Executive Board.

Molly was nominated by the Local 2822 membership at the March 1st membership meeting.

Membership Secretary appointed

At its May 19th meeting the Executive Board appointed Bridget Walker to the vacant position of Membership Secretary. Bridget, who works in the Jail, has been serving as a steward and volunteered to take on this additional responsibility. She will be responsible for getting union materials to new hires. The Executive Board is delighted to have this energetic person take on these duties.

If you are a new hire and want information about the union, use the coupon on the back of this newsletter to contact Bridget.



Chief Steward Zone

By Zanona Anderson

I am proud to report that we are making some headway in getting Dignity and Respect looked at in a broader spectrum at my work site and at other county departments.

Employees are starting to speak up, and if you feel, or know another employee who feels, you are not getting the respectful treatment you deserve, contact your union steward and have a meeting to start making things happen.

I can't say a whole lot about Juvenile Justice Center except that two members spoke up, and the Union and the members had a meet and confer with the management. Now a problem supervisor no longer works there. Can the Union take credit for that? I don't know, but I would like to think this is just a taste of what the union can do by supporting members. But we have to continue to let the supervisor/managers know we are not tak-

Our voice was heard

By Jennifer McNair

I participated in the AFSCME Day on the Hill and enjoyed touring the capitol and hearing some of the history of the capitol. While on tour (the 2nd floor) we could hear Eliot Seide, the Executive Director of Council 5, motivating the crowd. Boy, I had no clue how we could make our presence known. The tour guide said, "that is one noisy group," and I said, "yep, that's our group." I was disappointed that my district legislators scheduled their meetings late in the day (convenient, I thought), so I did not have a chance to meet with them, but maybe next time.

ing things lightly and they need to start taking Sandy Vargas county-wide e-mail on Dignity and Respect very seriously.

We want Organizational Development Training on the Dignity and Respect Policy to be offered in areas where there are ongoing concerns. If we didn't have people like Lynn Stetler and Molly Malecki being part of the pilot groups on Dignity and Respect, where on earth would we be right now?

Take a stand and be proactive. Don't let years of hard, dedicated employment with Hennepin County go down the drain as though you don't deserve something in return. We are asking for something that should already be happening in all work places and not just the county, but we have to start some where. I, for one, take pride in what I do with the union, and I am going to continue for as long as I am Chief Steward to prove to members their voices are being heard.

AFSCME supports PERA proposal

At the March meeting of the Council 5 Executive Board, the Directors of MSRS and PERA addressed the Board. The PERA funded ratio has declined significantly, from 90 percent in 1999 to 7 percent in 2004 and is seriously in need of an increase to protect the promise for future retirees.

Currently the employee contribution is 5.10 percent; the proposal would increase that to 5.5% in 2006, 5.75% in 2007, and 6% in 2008.

Ask your legislators to support S.F. 264/H.F. 1757 and S.F. 286/H.F. 1755.

"The test of our progress is not whether we add more to the abundance of those who have much; it is whether we provide enough for those who have too little."

— FDR: State of Union 1944 (Star Tribune, commentary page, 04/19/05)

Delta Dental Bytes – May is open enrollment

By Lynn Stetler 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 enroll in Delta Dental?

You may obtain an application from Ann Baird at 763-549-3498 (leave a message), 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 AFSCME Council 5, 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 763-549-3498 (leave a message).

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 jobs 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 5 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 may be able to continue the plan through COBRA..

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. 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

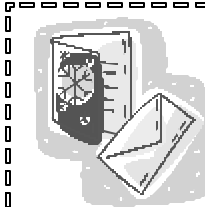
| | |
|-----------------------------|--------------|
| President | 763-549-3498 |
| Molly Malecki | Urgent: |
| <i>Mmascme2822@aol.com</i> | 763-569-3686 |
| Vice-president | |
| Lynn Stetler | 952-847-8569 |
| Treasurer | 763-549-3498 |
| Walter Hanson | Urgent: |
| | 763-569-3686 |
| Recording Sec. | |
| Jeanne Whetstone | 952-847-5455 |
| Co-chief Steward | |
| Zanona Anderson | 763-245-8303 |
| Co-chief Steward | |
| Vacant | |
| Membership Sec. | |
| Bridget Walker | 612-596-8080 |
| E-Board at Large | |
| Nichelle 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 | 952-847-8523 |
| <i>hclark@hclib.org</i> | |

Bulletin Board

The New Voice deadline is May 3. 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,
1-800-862-6042.
Always refer to your group number 538.

Editors
Molly Malecki & Lynn Stetler
Circulation & distribution
Annette Tiedens

Steward's List

| Steward | Phone | Department | Location |
|------------------|--------------|----------------|---|
| Zanona Anderson | 763-245-8303 | 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 |
| Lisa Shephardson | | HSPHD | 1007 W Broadway |
| 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 |

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:

Bridgette Walker
Jail, Mail Code 905

Name _____

Job Title _____

Work Location _____

Mailcode _____

Phone _____

I'm especially interested in:

I want to sign up as a full member.