

A Full Service County Made Excellent

That is AFSCME. That is you, the members of AFSCME who make Hennepin County excellent. You are the face of Hennepin County. To our clients, patrons, customers, applicants, callers you are Hennepin County. And the public knows Hennepin County is excellent because of you, the workers.

That is also our slogan for this round of negotiations. You should be seeing, receiving and wearing stickers with this slogan on it. This is by far the very least each of us can do to help secure a good contract.

On September 4 the county board will set the **maximum property tax**

levy for 2008. Each of us needs to encourage the county board to set a **maximum levy** that will be sufficient to continue providing the services we provide every day, and enough to give us a fair wage and health insurance.

How do **you** make the county excellent?


During the month of August each of us must communicate to the county commissioners our personal stories about how our work delivers quality services to Hennepin County.

Write a one page letter to your commissioner or to Chairman Randy Johnson if you do not live in Hennepin County. Tell them your name, job title, length of service in Hennepin County, examples of work you do to make Hennepin County better, men-

tioning times you may have gone "above and beyond" your responsibilities. Tell them about positive feedback you have received from clients, customers, patrons that you have served.

Write the letter on your own time and on your own paper to Mike Opat, Gail Dorfman, Penny Steele, Mark Stenglein, Linda Koblick, Peter McLaughlin or Randy Johnson.

Local 2822 has authorized paying lost time and parking for up to ten members to attend the County Board meeting on September 4. The meeting will begin at 1:30 in the Government Center on the 24th floor. Any member wishing to attend should contact Molly Malecki and let her know. We will not be speaking. We will simply make our presences felt.



August Membership Meeting
Wednesday, August 8
7:00 p.m.
Southdale Library

Special order of business:
Election of delegates to the Council 5 Convention in Duluth, September 26 – 29

September Membership Meeting
Tuesday, September 11, 7:00 p.m.
Ridgedale Library

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

Negotiations begin

On Monday, July 30, the table teams of the six AFSCME locals at Hennepin County opened negotiations by presenting our proposal to the employer. Our proposal is posted on the AFSCME Council 5 Website (afscmemn.org) under "BARGAINING UPDATES," "Hennepin County." Keep in mind this is our opening proposal. On Monday, August 13, the employer will

give us their proposal. Then the negotiating begins.

Continue to check this website for updates. The Action Committee will be organizing events, including a rally in September. The Strike Committee will be having strike training and will be letting us know what we need to do if a strike becomes inevitable.

The members of the Local 2822 Table
(Negations continued on page 3)

What strike?! Who stike?!

Nobody wants to hear about that, right? Did you ever hear of an ostrich getting a good labor contract? We have to get our heads out of the sand and get ready to do what we have to do to get a good contract.

In 2003 we were not prepared to strike; we knew it and management knew it. **And we got no pay raises for two years.** In 2005 we had a strike committee that handed out booklets called "Member Survival Kit". They had strike training; they had strike committees in place: headquarters committee, picket committee, finance and hardship committee to name a few.

In 2007, we will be ready again. Roy Elliott, a probation officer from Local 552 has agreed to be the chairman of this committee—a committee everyone hopes won't be needed. But we are not going to be caught unprepared like we were in 2003. Several members of Local 2822 have volun-

teered to be on the Strike Team. The results of our member survey indicated that there are many members who are willing to strike if we don't get a fair contract.

Many members feel they have not caught up from the two years of no pay increases. Although we did well in our contract in 2005, many people are still feeling the sting of 2003. With health insurance increases looming on the horizon, it will be tough to move ahead. But inflation keeps rising, and if our wages and health insurance only keep even, we are still falling behind.

Of course we hope a strike won't be necessary, but in case things are too awful, people should start getting prepared. There would not be a strike before January 2008. Our contract ends 12-31-2007. So you have several months to start stocking up on food, putting away a little money from each pay check and thinking about what you would do if we were on strike for a few weeks. We have to be prepared.

Council 5 Convention

The Third Annual Council 5 Convention is scheduled for September 27-29, 2007 in Duluth. The convention will be convened at the Duluth Entertainment and Convention Center (DECC).

At the Local 2822 Membership Meeting in July, those present voted to send twelve delegates from Wednesday, September 26 through the 29, pay lost time, hotel, mileage and per diem.

Delegates will be elected at the Wednesday, August 8th Membership Meeting at 7:00 at Southdale Library.

The business of the convention will include workshops, discussion of resolutions, speakers, including the

International President Gerald McEntee and Secretary- Treasurer Bill Lucy and various elected officials. There will be a recap of where the council has gone in the last 3 years. And there will be projections of where the council is going. It is usually a very exciting convention.

Contact Council 5 for address changes

If you have changed your name or address in the last six months or anytime from now on, please contact:

Council 5 receptionist,
Christina Domeier
at 651-450-4990.
christina.domeier@afscmemn.org

You don't want to miss any union mailings or updates on negotiations.

Do you need a steward?

If your supervisor calls you into her/his office and says, "Do you want a union rep or steward?" There is only one correct answer: **YES!!!!** "No" is never the right answer. The stewards are listed on the back of this news letter and on our Website: afscme2822.org. The supervisor will have to wait until a steward can come, and that may take a day.

There are several reasons why you should say, "Yes":

- You have a witness to what is said.
- You have a calm, impartial witness.
- The steward can keep the situation from getting out of control.
- The steward can advise you about what you should or should not say.
- The steward can ask for clarification of the issue.
- The steward will know what is going on and be able to advise you of your next step.

If you work in an area where there is a steward from another local working there, you could ask that steward if he/she would sit in. They certainly don't have to do that, but some have been willing to do that for the initial interview. They will then advise you to talk to a Local 2822 steward and could possibly explain the issue to the new steward. Community Corrections and HSPHD have several stewards from other locals in various offices.

Local 2822's stewards are not assigned to a particular work site. You may call any one on the list. You might try to reach one close to you, but that is not required.

Remember: "Yes I want a steward!"

"Take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented."

— Elie Wiesel,

Romanian concentration camp survivor,
author, 1986 Nobel Peace Prize winner

Universal Health Coverage

“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.” President Jimmy Carter, 1980

American Labor has signed on to the next “advance” that is needed in this country—universal health coverage. AFSCME Council 5 has signed on to this issue. Executive Director Eliot Seide has stated, “Affordability for real people is our priority. ‘Universal coverage’ means that every resident of Minnesota has access to health care, which is affordable to him/her.”

He wrote, in the May/June 2007 issue of “Stepping Up,” “Reform starts with defining affordability. For example, we already know that people shouldn’t spend more than 30 percent of their gross income on housing. Perhaps we should demand that a person shouldn’t have to spend more than 5 percent of their gross income on health care. That would mean that an average Council 5 member, making \$36,000 a year, shouldn’t have to pay more than \$1,800 for premiums and out of pocket costs.”

Director Seide made a presentation to The Legislative Commission on Health Care Access. Pete Benner former Executive Director of former Council 6 is the AFSCME representative on this commission. The goal of the commission “shall make recommendations to the legislature on how to achieve the goal of universal health coverage as described in section 62Q.165. The recommendations shall include a timetable in which measurable progress must be achieved toward this goal. The commission shall submit to the legislature by January 15, 2008 the recommendations and corresponding timetable.”

Director Seide told the commission that in Minnesota, we can:

- Enact a definition of affordability based on the best possible assessment of what families can afford.
- Expand MinnesotaCare to all residents and set up enrollee premiums based on ability to pay. Eligibility would be cut off if the enrollee has access to employer provided insurance and the enrollee’s share of the premium and out of pocket expenses meets the MinnesotaCare “affordability” test.
- Acknowledge that universal coverage can’t wait until we get all costs under control, because the easiest way for any individual payer to control their costs is to drop people from coverage.
- Evaluate other reforms of the insurance market based on whether they make health care more affordable. Take a hard look at expenditures that do not contribute directly to delivery of care—transaction costs including underwriting, marketing, claims systems, commissions and enrollment costs.
- Make sure that benefit sets (what is covered and out of pocket costs) address affordability for those who actually need to use care.”

Director Seide concluded his article in “Stepping Up.” “We’ll be talking more about reform in the coming months. It’s up to us to offer input and pressure our lawmakers to make health care affordable.

(Negotiations continued from page 1)

Team are Molly Malecki, Lynn Stetler, Janna Carlson, Ginae Nicole and Alice Kelly. Joining the Table Team are Dirk Schot and Marilyn Bell who are members of Local 99, Minneapolis Library. It is assumed that the library merger will go through. The Minneapolis Library workers will be Hennepin County employees on January 1, 2008, and they will be under the contract that we

Warning: Credit card scam

The following e-mail was sent from Council 5:

Recently some members received a solicitation from a company called "Union Workers Credit Services" out of Texas. Their mailing is deliberately misleading and makes it appear that you can get a credit card from them, even if you have been previously turned down, for a \$37 annual fee. They use terms like "advantage" also to suggest it has something to do with the union advantage programs.

The bottom line is they have nothing to do with the unions, and it is not a credit card. Rather, for \$37, you get to shop for products from their catalog, which you are unable to even look at until you have sent in your check. Scott found a ton of complaints about them just viewing a couple of Websites. One of the unions has a suit filed against them currently.

I talked with Susan Welch, who is in charge of the AFSCME Advantage program, and they are aware of the company. She indicated they seem to be doing mailings by state, as it comes up in one state and then another. It’s likely that they use lists they obtain through public data, because AFGE has also seen large numbers of mailings. In Minnesota for example, they can do blanket mailings to public employees and hit a high number of "union workers."

No one from the union has supplied any lists nor will they.

are negotiating. Local 99 members will become members of Local 2822. Our chief negotiators are the three field representatives from Council 5, who are assigned to the six locals. Steve Marincel represents Locals 2822, 552, and 2938. Matt Nelson represents Locals 34 and 1719. And Jeff Dains represents Local 2864. These three are seasoned negotiators with Hennepin County.

Local 2822 Officers


President Molly Malecki <i>Mmafscme2822@aol.com</i>	612-543-0272 Urgent: 612-543-0270
Vice-president Lynn Stetler	952-847-8569 Urgent: 763-245-8285
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Neng Lor	612-596-1660
Genae Nicole	612-347-3928
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 August 8. 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

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Steward's List

Steward	Phone	Department	Location
Theresa Smith Co-chief Steward	763-245-8308	Mental Health	Health Services Bldg (HSB)
Janna Carlson	612-596-1660	Service Center	Maple Grove Service Center
Jody Goers	612-596-8080	Sheriff	Jail
Walter Hanson	763-612-543-0272 Urgent: 612-543-0270	Service Center	Brookdale Service Center
Neng Lor	612-596-1660	Service Center	Maple Grove Service Center
Genae Nicole	612-347-3928	MS MHP	A.Y. McDonald Bldg
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:

Ann Baird
Brookdale Service Center
Mail Code N710

Name _____

Job Title _____

Work Location _____

Mailcode _____

Phone _____

I'm especially interested in:

I want to sign up as a full member.