

Negotiations have begun

By Molly Malecki

Negotiations on six AFSCME Union contracts with Hennepin County began on July 18, when those six locals presented their proposal to the employer, who in turn presented its proposal to us on August 15. Both of these proposals can be seen on the Local 2822 Web site <http://www.afscme2822.org/>.

This year the Local 2822 Table Team consists of only three members: Lynn Stetler, Jennifer McNair, and me. We have had bigger teams in the past, but this year, we felt that we needed some of our person-power on other important teams: the action team and the strike team. The Table Team is the group that actually sits down with the employer during negotiations. Discussion with the employer is actually done by our three Business Representatives from Council 5, but the Table Team is at hand for consultation.

The time frame for negotiations is fairly

tight this year because we still do not know how the health insurance piece will play out. During the first two weeks of September, the Labor/Management Health Care Committee will be reviewing the proposals from the health care providers. It is expected that various facets of the chosen proposal will have to be negotiated piece by piece. This is something we have never done before. The union members on the Health Care Committee will be concerned that our members have as little increased expense as possible. We will have to consider, co-pays, deductibles, co-insurance along with a balance with the premium.

Our contracts expire on December 31, 2005. Our last negotiation's session is scheduled for November 14. We have to be ready to make a recommendation to the members by that date so that the members can vote for or against the final proposal. If it is voted for, then the proposal has to go to the County Board in December for its approval and the new contract will begin on January 1, 2006.

Council 5 Convention

The first annual Convention for AFSCME Council 5 is scheduled for Friday and Saturday, October 7 and 8 in Duluth. Thursday, October 6 will have meetings and activities that convention goers should also attend.

Local 2822 is entitled to send fifty delegates. However the members at the July membership meeting voted to send twenty delegates. The local will pay lost time, hotel for two nights, mileage and per diem for meals.

The new Council 5 is a very exciting, energetic, active organization. The more members who can experience this, the better, the more alive our local will become.

Delegates will be elected to the convention at the September 6th Membership Meeting at 7:00 pm at the Brookdale Library. Anyone wanting to attend the convention should attend the Membership Meeting or e-mail President Molly Malecki at Mmafscme2822@aol.com to have his/her name considered for election.



September Membership Meeting

Tuesday, September 6
7:00 p.m.
Brookdale Library

Special order of business:
Election of Delegates to
Council 5 Convention

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

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

CHECK OUT THAT RUMOR!!!

Please check with a Table Team Member before you accept the many rumors that have already started. E-mail us and we will get back to you as soon as we can.

FALSE: HCMC will be the only hospital in the insurance package

Molly Malecki –
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Lynn Stetler –
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Jennifer McNair –
Jennifer.McNair@co.hennepin.mn.us

Vacation donation

We have a Local 2822 sister and a brother who are requesting vacation donations.

A co-worker requested that we ask our members and readers to donate vacation time to **Howard Katz**.

Carole Swanson also wrote and asked that we publish her request for vacation donations. In her e-mail she said, "I am going in for major surgery on September 15, 2005 at HCMC. My sick and vacation time is limited because of the necessity to take off for my disabled child when care is needed outside what she already receives – or when she gets sick. My physician/surgeon says that I should have a Lap procedure and very minimum time out from work is 2 weeks - up to 6 weeks.

"Anyway, I'm a single mom of two kids, 17 and 12, and I live in Hudson,

Wisconsin and commute to the government center daily. Thank you!"

We also have a request from a former sister and Chief Steward, **LaToya Wilson**. She will be having a baby soon and would appreciate our help with a vacation donation.

If each of us would donate one hour, it would help these folks through some hard times.

The way to make vacation donations is easy and only takes a few minutes. On the Hennepin County Intranet site, click Employee Services, Forms, Human Resources Forms, under Vacation Donation Authorization click see interactive version, click Vacation Waiver Donation and Authorization form, enter your I-Notes sign on, fill out form. When you click "Select Recipient" enter one of these names. Sign and submit. The details of how Vacation Donations work are listed at the end.

<http://www.afscme2822.org/> Communication Link

Hopefully by now everyone has the Local 2822 web site in his or her favorites or on their desktop. This is going to be our most important communication tool as negotiations continue. This will be the fastest way for the negotiators to keep the members updated. If actions are needed, again, this will be the fastest way to communicate.

Annette Tiedens has been doing a fantastic job getting newsletters and Table Talks out to our members. She single handedly puts every one in inter office envelopes and carries them back and forth on the bus. She is to be commended and thanked. This is hard work to do by herself. But as great a job as she does, it takes time.

Merry Brigham is doing marvelous work on our web site. She is keeping it updated with newsletters, meeting minutes, lists of officers and stewards, our constitution and standing rules, pictures

of the rally and most importantly with the Union's Contract Proposal and with the Employer's Initial Proposal. There are links to related union Web sites, where much more information can be gleaned than there is room to put in this newsletter.



As negotiations unfold, it will be really important for all members to know what is going on and to also let the negotiators know what you think. There is an option to contact the webmaster, and Merry will

forward your comments to the Table Team.

Delta Dental

By Ann Baird,
Delta Dental Trustee

There is a change regarding dental cards. Delta Dental will now send cards directly to new subscribers. The old cards are still good, but if anyone has lost the card, he/she may contact Delta Dental directly for a new one at 651-406-5916. Other phone numbers for Delta are on the back page of this newsletter.

About Council 5

A good idea

By Molly Malecki

A member asked me a few days ago if I thought the merger of the three Minnesota AFSCME Councils into Council 5 was a good idea. I was surprised at how strong my positive response was.

I began serving on the Council 5 Executive Board in May and have been increasingly impressed by the accomplishments of the new Council 5. So many of the promises made before the merger have become fact. Read the last issue of "AFSCME Minnesota Public Employee" where the numerous legislative issues are listed that AFSCME lobbied for. This is where a lot of our political money goes—to reach legislators and persuade them to vote for improvements to Minnesota and the work we do. Not all political money goes for supporting particular candidates.

The merged Council promised to provide a positive image of public workers to Minnesota residents. A Communication Specialist, Jennifer Lovaasen, is now working for the Council. During the State shutdown, she was responsible for all the publicity that the workers got in the media. She arranged all the interviews of workers that you saw on TV and heard on the radio. She got our Council Executive Director Eliot Seide in the media, almost everywhere you looked.

There is such a huge amount of enthusiasm among the Executive Board. The desire to work together, to know we are not alone—that we are there to help each other—is palpable. When the State shut down and laid off over 9,500 workers, one hundred Council 5 presidents showed up on three days notice to rally at the Capitol to "keep the lights on." The University of Minnesota clerical workers have begun their contract struggle, and all 40,000 Council 5 members will be supporting them. As we, at Hennepin County, begin our negotiations, we know we have the same support.

The merger is good and will continue to be good for all the public and non-profit employees that are members of AFSCME Council 5.

The University of Michigan Midwest Summer School for Women Workers Conference

By Zanona Anderson

I had a phenomenal experience attending a three and a half-day conference with some very strong minded and powerful union workers from all different walks of life.

My days in Lansing were filled with all work and some play, there were different locals having hospitality rooms to welcome you, and vendors with books, and t-shirts etc.

You ask yourself, “what does all of this mean”? SOLIDARITY – it prides itself on enhancing the skills of women and men trade unionist and encouraging all to take a stand.

This institute offers one of the very rare opportunities for union women and men to meet and share their experiences with people from a variety of unions.

The workshop I attended was “The Dynamics of Conflict – Dealing with Difficult People.”

I have always known there were different types of people in the world, but never did I consider which color type best fit the person. I learned there are four types.

The **Relater** this is a blue type of person: Relaters enjoy being with people and have a high regard for emotions, they make judgment first on people and secondly on facts and actual product of service.

The **Planner** is a green type: Planners usually enjoy planning new and better ways of doing things, details are important before making important decisions.

The **Builder** is a brown type: Builders enjoy leading and being up front with people openly and direct, they want justice and have a deep respect for traditions, and are parental by nature.

Last but not least the (**Adventurer**) is a red type: Adventurers like being where the action is, in times of crisis they are at their best. Yesterday is easily forgotten and tomorrow is not relevant. They are a very free spirited people for the entire world to see.

Each of these groups makes up the different kinds of people we deal with everyday.

Dealing with difficult people is challenging and the first thing we must learn is how to be an active listener and here are some tips to go by:

Physically:

- › Stay relaxed and face the other person at a comfortable distance, never directly in front of them. Maintain a comfortable eye contact.
- › Watch for non – verbal clues about how the person is feeling

Mentally:

- › Shut out your own thoughts and distractions
- › Try not to make judgments about the other person and listen carefully.
- › Try to wait before responding to make sure they are finished.

Verbally:

- › Repeat what you think you heard, paraphrase what you think you heard or ask for clarification.
- › Keep all the information until you are sure you understand clearly. Know that you have the basics down and try to transform power.
- › Seek to resolve conflicts by reaching common ground, and try to reach for the good in others.

As a Chief Steward I want to find ways to effectively do my job better, and in doing so we must have respect for ourselves, and then we can respect others.

I learned there are so many different tools to use before reacting on a situa-

tion, and de-escalating a situation before it gets out of hand by just looking for a non-violent solution.

Many union members I talk to are often steamed up about their jobs, supervisor and leave time. Try to ask yourself? Do I react non-violently, or do I talk myself into a non-violent response in advance.

We must not let words upset us, nor should we allow words we say to be used against us, so try to figure out what is your goal—and I would hope you want to reach a win—win agreement with all persons involved.

In closing I’d like to honor the women in the labor movement who have gone through the struggles and dealt with difficult people and conflicts in their time, to bring us workers where we are today: staying on the top and not on the bottom.

Sojourner Truth – Abolitionist and women’s right activist born into slavery, she spoke before a women’s rights convention in Akron, Ohio in 1851 and gave her famous “Ain’t I a Women?” speech.

Mozelle McNorriell – First international Vice President of AFSCME.

Mother Mary Jones – Once said “Whatever your fight, don’t be lady like,” and she fought for the rights of working people until her death.

Myra Wolfgang – First woman Vice President of the Hotel and Restaurant Employees and Bartenders International Union: Myra told, at a male – dominated Labor Day Rally, “Women were in labor long before you were born”.

Thank you AFSCME for this opportunity to attend a very educational workshop. AFSCME brothers and sisters, lets all keep the solidarity going in growing numbers, and we shall continue to make a difference.

 **Celebrate Labor!**
September 5 

Local 2822 Officers

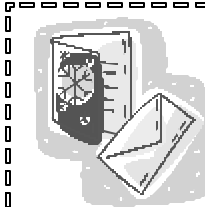
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Lynn Stetler	952-847-8569
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Co-chief Steward	
Zanona Anderson	763-245-8308
Co-chief Steward	
Vacant	
Membership Sec.	
Bridget Walker	612-596-8080
E-Board at Large	
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Jennifer 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 September 6. 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

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.

Steward's List

Steward	Phone	Department	Location
Zanona Anderson	763-245-8308	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	612-596-7894	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 Hallquist Mangen	612-596-2100	Service Center	Eden Prairie Service Center
Jennifer McNair	612-596-8000	Sheriff	Jail
Lisa Shephardson	612-287-7069	HSPHD	1007 W Broadway
Lynn Stetler	952-847-8569	Library	Ridgedale Library/CTS, Collection Management
Bridget Walker	612-596-8080	Sheriff	Jail