



A NEW VOICE

a monthly newsletter for the members of AFSCME Local 2822

Contract Negotiations: Time to Get Ready!

Ali Fuhrman, President, Hosmer Library

It's been three years since we were in contract negotiations and our union is ramping up again for our next contract battle. Last round we won a \$15 minimum wage. This round we're looking at a large general wage increase and expanding protections for workers and union activists. As of this writing we are still finalizing our proposals. Here's a little on what to expect and the process:

Who bargains?

AFSCME Local 2822 is one of six AFSCME locals that bargain with the employer as a group. Those locals are: Local 34 (human service and social workers) Local 552 (probation officers), Local 1719 (correctional officers), Local 2864 (professional unit including librarians, planning analysts and medical examiners) and Local 2938 (Lawyers). Bargaining together increases our strength.

The union is scheduled to give our opening proposal to the employer from **9AM-12PM on Monday, May 7**. From there, members of the negotiations team will join other workers on the north plaza of the Government Center for a kick off rally from **12-1PM**.

At the end of the month the employer will give its counter proposals and then we're off to the races. We have 6 full bargaining days scheduled throughout spring and summer. More days will be added if needed.

Our membership voted to have at least 10-12 members on the negotiations table team from 2822. The bargaining team is selected by the president. I've asked interested individuals to contact me with a short description of why they want to participate. I will be looking at individuals who have been active in the union from different departments to create a diverse team.

How did we decide what to fight for?

Our local held a series of contract meetings for workers to share concerns and discuss what we as a group want to fight for. As individuals made proposals, we realized they fell into three general categories:

- ★ A general wage increase for all;
- ★ Lower health insurance costs;
- ★ Protections for workers and union activists.

These points were debated over the course of several meetings and represent our three primary goals for the contract.

After establishing our priorities, our local will meet with leadership and workers from the other 5 locals to create a unified platform for bargaining. These joint meetings are called Master Team meetings. We met on March 19, and we will meet again April 2 and April 16. Stay tuned for our full platform.

Where's our power?

Our power comes from our numbers and unity of our message. And it comes from showing our power publicly. That means rallies, green T-shirt days, phone calls. We need to be ready. Nothing will be handed to us. If you want a raise, if you want affordable healthcare, get ready to take action. It will be a battle, but a battle worth waging, for ourselves, our families, and the people we serve.

Here are ways to get involved:

- ★ Come to the **Contract Kick-Off Rally, May 7, 12-1PM** at the HC Government Center North Plaza;
- ★ Wear green on Tuesdays! email afscme2822unity@gmail.com with your t-shirt size and mailcode;
- ★ Come to the HC AFSCME Education, Engagement and Outreach meetings, every second Monday of the month: Monday April 9th at 5:30pm at the Seward Probation Office: **2600 E 25th St., Minneapolis.**

April 2018

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

April

Membership Meeting Wednesday, April 4

Minneapolis Central Library
Doty Board Room
6:30PM

May

Membership Meeting Wednesday, May 2

Minneapolis Central Library
Doty Board Room
6:30PM

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



LIKE us on Facebook:
facebook.com/AfscmeLocal2822

Subscribe to our email list!
From your personal email address, send a blank message to
2822-open-forum-subscribe@lists.riseup.net

United We Bargain, Divided We Beg!

Get To Know Your Union Representatives!

Ali Fuhrman President and Steward



Ali has worked for Hennepin County since 2011 and has been active in Local 2822 for just as long. She works as an Office Specialist II at Hosmer Library. She is a steward and president of the union. She calls on all those who are tired of being disrespected, tired

being underpaid for doing "support" work, and tired of managerial dysfunction, to join our fight. The boss is big, but we are many.

Daniel Winker Executive Board At-Large and Steward

Daniel Winker has been employed with Hennepin County from 2007-present. He is an OSIII in IT/Imaging Operations at the HC Government Center. He has served as a Steward with AFSCME Local 2822 since 2017. He was elected to serve on the Executive Board with AFSCME Local 2822 in 2018. He has volunteered at the Burnsville Fire Muster since 2015. He is currently pursuing a double degree in Business Management and Human Services.



Opioids in Our Libraries: Hennepin County Needs to Do Better

Lindsey Fenner, Executive Board At-Large,
Penn Lake Library

Minnesota is one of the worst states for racial inequality. So it shouldn't be a surprise that Minnesota also has one of the greatest rates of disparity for opioid-related deaths based on race. Hennepin County public library workers have been seeing the reality of this, especially in libraries that primarily serve communities of color. In January 2018, a Franklin Library patron died at HCMC, after overdosing in the library restroom. Another patron overdosed the next morning in Franklin library. Although this is absolutely heartbreaking, it was not surprising. It has become far too common for library patrons to overdose in Hennepin County libraries or on library property. As the opioid epidemic has exploded, public restrooms have become regular sites for drug injection, with all of the related public health issues that can raise. But library workers had few or no tools to deal with this safely.

In mid-2017, library workers had started bringing forward concerns about how opioid use was impacting their libraries. With a basic focus on safety, AFSCME Local 2822 began asking for sharps containers in public restrooms. What we thought would be an easy, common sense safety measure to protect library

workers, contracted janitorial staff, and library patrons, was met with excuses. We were told that needles were found very rarely in buildings, which was not what library workers were seeing every day in their buildings. We were told that sharps containers would only encourage drug use, when there is no evidence this is true. We were even questioned as to why we were concerned with the safety of workers, like contracted cleaners, who aren't in our union.

As we started digging deeper and reaching out to more frontline library workers, what we discovered became increasingly more concerning. We learned that some contracted cleaners did not seem to have the OSHA-required training to safely clean up bloodborne pathogens or handle sharps. (Thank you to the library workers, who, on their own initiative, worked with janitors to make sure they were safe!) We discovered there was no consistent protocol for handling needles found in library buildings or on library property. We found that bloodborne pathogen kits in libraries were often not fully stocked or were stocked with out-of-date supplies. It became clear that we needed action, and we needed it now.

With workers from some of the most impacted libraries, we put together a comprehensive list of demands to bring to our February Meet and Confer.

What we have gotten:

- A Sharps container pilot project in the public restrooms at North Regional, Franklin, Hosmer, and East Lake libraries (Minneapolis Central may soon be added to this list);
- The promise of updated bloodborne pathogen kits with portable sharps containers for staff use, updated bloodborne pathogen and sharps training, both online and in-person, for library staff;
- Staff education at three libraries from community resources.

What we will keep fighting for:

- Clear protocol, training, and appropriate equipment for sharps safety and disposal, and bloodborne pathogen safety for ALL workers in ALL libraries (library, security, and contract security and cleaners);
- Sharps containers in ALL library bathrooms, permanently, NOT as a pilot project;
- Mental and emotional support and trauma-informed care for workers including: paid administrative leave for workers after traumatic events, the ability for workers to transfer if incidents become too traumatic, paid time off for work-related mental health support;
- Library-specific training on addiction and mental health to ensure the safety of ourselves and patrons, and to provide an appropriate response;
- Adequate staffing and building support to help make libraries safer spaces for all.

Dealing with addiction in our communities is not easy, but the choice to support people struggling with addiction and to protect the safety of workers and patrons should be an easy choice to make.

March Meeting Highlights

Compiled by Lindsey Fenner from notes by Susan Rose, Recording Secretary. For a full copy of meeting minutes, contact Susan directly at susanrose1955@gmail.com

- 2822 Officers were sworn in. Thanks to everyone able to serve our union as an officer and thanks to everyone who is able to support our local in other ways!
- The 2822 Membership approved participation in the International Workers Day March on May 1, In the Heart of the Beast Puppet and Mask Theatre's annual community MayDay Parade and Festival on May 6, and the Twin Cities PRIDE Festival June 23-24.
- Daniel Winker is the chair of the newly created Organizing Committee. Contact him if you want to get involved: daniel.winker@hennepin.us
- 2822 will be sending two members to the Nellie Stone Johnson Scholarship dinner on March 22. See below for info about the scholarship application.

In Solidarity:

Rally for a Fair Contract at HCMC

On Saturday, March 17, AFSCME Local 2822 joined in solidarity with workers at HCMC fighting for a fair contract. Over a hundred workers, families, and community members marched in the spring sunshine outside of the sparkling new HCMC Specialty Center in downtown Minneapolis.

AFSCME Locals 977 and 2474, representing clerical and technical workers, have been in contract negotiations with HCMC since November. After spending hundreds of millions on a new building, rebranding, and bonuses to HCMC CEO Jon Pryor, HCMC is offering takebacks, less staff, higher insurance premiums, and a 1% general wage increase for the workers who make HCMC run. 2822, along with leadership from HC AFSCME Locals 34, 552, and 2864, delivered a letter Jon Pryor saying we will discourage our members from enrolling in his plan if workers aren't offered the contract they deserve. We will continue to stand with HCMC workers. **Who do the work? WE DO!**

Union Scholarships!

AFSCME Council 5 Scholarships:

Council 5 has three scholarships, two for high school seniors who are children/dependents of Council 5 members, one for adult members of Council 5. (You are a member of Council 5 if you are a member of Local 2822). **For more:**

<http://afscmemn.org/scholarships>

Deadline: Friday May 11, 2018

Nellie Stone Johnson Scholarship

The Nellie Stone Johnson Scholarship Program provides financial assistance to racial minority union members and their families who wish to pursue an education at one of the Minnesota State Colleges and Universities. **For more:**

<http://www.nelliestone.org/scholarship-program>

Deadline: Friday, June 1, 2018

Upcoming Events

Contract Master Team Meetings

April 2 and 16, 5:30-7:30PM

Hennepin County Government Center Auditorium, A Level

300 South 6th St, Minneapolis

Members from all HC AFSCME Locals will meet to plan our shared contract priorities. All members are welcome.

HC AFSCME Education, Engagement and Outreach

Monday, April 9, 5:30PM-7PM

Seward Probation Office, Second Floor

2600 E 25th St., Minneapolis

The second Monday of each month, members from the Hennepin County AFSCME Locals meet and plan ways to connect and inform our members. Right now, we are getting ready for contract negotiations and we need you! For more, contact **Susan Rose, susanrose1955@gmail.com**

Minneapolis International Workers Day March

Tuesday, May 1, 3:30PM

Lake and Nicollet Avenues, Minneapolis

March for immigrant & workers rights! 2822 approved lost time for up to 30 people to attend. The march is organized by the Minnesota Immigrant Rights Action Committee (MIRAC) and endorsed by Local 2822 and other community and labor organizations.

44th Annual MayDay Parade and Festival

Sunday, May 6

11AM Parade Line-up, Cedar Field, 25th and Cedar Ave, Minneapolis

2-5PM Info Table at Festival, Powderhorn Park, Minneapolis

Join our union in this beloved annual community event. March with us in the Parade or represent 2822 at an info table at the Festival. Contact Ali, afuhrman@hclib.org or afuhrman13@gmail.com for more info or to help.



**Contract Campaign
Kickoff Rally!**
Monday, May 7, 12PM-1PM
**Hennepin County
Government Center,
North Plaza**
One hour of
lost time is available.

**United
We Bargain,
Divided
We Beg!**

The poster features a stylized illustration of two workers, a man and a woman, in silhouette against a background of red and yellow diagonal stripes. The man is on the left, looking towards the right, and the woman is on the right, looking towards the left. They appear to be in conversation or working together. The text is bold and black, with a distressed, hand-drawn aesthetic.

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:

Rita Watson
County Attorney's Office
Mail Code 510

Name _____

Job Title _____

Work Location _____

Mailcode _____

Phone _____

I want to sign up as a full member.

I want to sign up for Delta Dental.



Help us remember your co-workers with a card! Let us know to send a sympathy card, get well, or congratulations.

Contact Rosine Johnson, our Good and Welfare Coordinator: **rosine.johnson@hennepin.us** or call **952-221-7454** (cell) or **612-596-0970** (work). 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.
www.deltadentalmn.org

Delta Access :

651-406-5900 or 1-800-862-6042.

Always refer to your group number **538**.

For an application or if you are retiring and want to continue Delta Dental, contact Deb Cassidy at AFSCME at **651-287-0508** or email **dental@afscmemn.org**



A New Voice deadline is April 12, 5PM.

Articles should be 400-600 words in length, letters less than 300 words.

Send your written contributions to:

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Local 2822 Website & Facebook	<i>http://www.afscme2822.org/</i>	Facebook Group: AFSCME Local 2822

AFSCME 2822 Steward Assistance

Phone: 612-470-2382 Email: AFSCME2822steward@gmail.com

Weingarten Rights: If you are called to a meeting with a manager, you have the right to have a union representative, officer, or steward present if you feel the discussion could in any way lead to being disciplined or terminated, or affect your personal working conditions. Until a representative arrives, you have the right to not participate in the meeting. Stewards are assigned by the chief stewards.

Shane Clune Chief Steward East Lake Library	sclune@hclib.org clune2822@gmail.com	612-543-8426 (work) 320-224-9344 (cell)
Sam Gutierrez Chief Steward Member At-Large	afscme2822sg@gmail.com	612-460-7264 (cell) In subject line type "2822 911" for emergency

Kameron Alexander* DOCCR/JDC	Rosine Johnson* RRES/Midtown Service Center	Susan Rose Franklin Library
Tonica Ambrose* HSPHD/North Hub	Dari Kolstad* HSPHD/HSB	Brett Schlosser North Regional Library
Brianne Carmichael* HSPHD/NW Hub	Jayne Mikulay East Lake Library	Robbin Sudduth* HSPHD/HSB
Shari Casso* IT/Imaging-GC/NW Hub	Genae Nicole Hennepin Health/Grain Exchange	Anthony Ware* HSPHD/HSB
Ali Fuhrman Hosmer Library	Devin Puruganan* HSPHD-Central NE/HSB	Daniel Winker IT/Imaging- HCGC

*Steward-in-training