

Officer Nomination Results

Thanks to everyone willing to serve our union as an elected representative! Three members were nominated for the two Co-Chief Steward positions: Shane Clune, Sam Gutierrez, and Genae Nicole. Genae Nicole has since decided to not run for Chief Steward, and there will be **no balloted election at the March Membership Meeting**. Officers will be sworn in at the March meeting. The following offices were nominated without contest at the February membership meeting and were elected by unanimous consent:

President: Ali Fuhrman, Library

Vice President: Jayne Mikulay, Library

Membership Secretary: Rita Watson,
County Attorney's Office

Recording Secretary: Susan Rose, Library

Treasurer: LaKeashia Robinson,
Service Center

Executive Board At-Large:

Lindsey Fenner, Library

Adonna Swift, HSPHD

Valerie Wiggins, Public Safety Facility

Daniel Winker, IT/Imaging Operations

Trustee: Lisa Daniels, Library

Minneapolis Regional Labor Federation Delegates:

Ann Baird, Service Center; Shane Clune, Library; Sam Gutierrez, HSPHD; DJ Hooker, Library; Brett Schlosser, Library

St. Paul Regional Labor Federation Delegates:

Melissa Diaz, Library; Rita Watson, County Attorney's Office

We Have a Voice in the Service Centers!

Angela Gaulrapp, Senior Service Center Representative, Maple Grove Service Center

My name is Angela Gaulrapp and I work at the Maple Grove Service Center. I attended a Service Center meet and confer in January and was not impressed at all with how this went. I had the impression that this would be a civil meeting with adults attending. I quickly realized that this was not the case. I was extremely disappointed because our questions were not answered from Labor Relations and upper management. Also, I was taken back by how disrespectful and rude Labor Relations was to our President Ali Fuhrman.

One of the topics that was brought up in the meet and confer was about the state of the Minnesota MNLARS system. If you have not heard of it, it is the new Title and Registration system that has been a complete disaster after it rolled out in July of last year. The lack of training and continued problems that we face every day is a significant problem. The question we asked as a union was that since there are so many issues with the system, would there be disciplinary actions taken against clerks even though the MNLARS system is broken? They never answered my question and I was not happy with that answer at all. It scares me that we have had to take on so much extra work without proper compensation. With this being said, we now have to stand together in unity to get answers for something we have no control over. As negotiations are starting, we are asking for a raise because of the extra work that MNLARS has brought to us Service Center workers, and above all we want to show management that we have a voice!

Thank You!

March 2018

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

**March
Membership Meeting
Wednesday, March 7**
Minneapolis Central Library
Doty Board Room
6:30PM

**April
Membership Meeting
Wednesday, April 4**
Minneapolis Central Library
Doty Board Room
6:30PM

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



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2822-open-forum-
subscribe@lists.riseup.net

Our Union Makes Us Strong!

AFSCME 2822 Class Action Grievance Updates

Sam Gutierrez, Co-Chief Steward, HSPHD

Salutations Union family, this is an update on class action grievances from your AFSCME 2822 chief steward and on behalf of all of our stewards in AFSCME 2822.

During the past three years we have fought for all of our AFSCME 2822 members and this has resulted in more grievances being filed for our Union members regarding Just Cause for discipline. In addition to these grievances, we have moved from fighting for individual grievance into what we call "class action grievances."

What is a class action grievance?

In our Unionized workplace, a grievance is a complaint filed by our Union against the employer alleging that the employer broke an obligation outlined under a collective bargaining agreement. A collective bargaining agreement is the contract that governs the terms and conditions of employment for our Unionized workers. A class action grievance is a complaint alleging violations of a collective bargaining agreement that affect a large group of our unionized employees.

The following is a list and additional information on the class action grievances. Alleged violations of our contract are cited below each grievance. Our AFSCME 2822 contract can be found at afscme2822.org.

Removal of Union Postings and Unfair Labor Practices

During worksite organizing, our workers were distributing surveys on treatment in the workplace and posters asking the question: "Does Hennepin County terminate workers of color at twice the rate their employed?" This was being done as part of our anti-discrimination campaign. Department managers and labor relations directed people to take them down. Supervisors and managers also intimidated workers from participating in union activity by incorrectly informing workers that they could not distribute union surveys unless they were union stewards. Our Local filed a class action grievance for these acts of intimidation and union busting.

ARTICLE 4 - UNION SECURITY, Section 7. Impact: all 2822 workers AND all Hennepin county workers.

Holiday Pay & Compensation

A group of workers in the Juvenile Detention Center came to us regarding holiday pay. The employer is currently only compensating workers 8 hours of compensation time when they are required to work on holidays for 12 hours of work.

ARTICLE 10 - HOLIDAYS, Section 2. Impact: all 2822 workers impacted.

Rounding Down of Wage Increases

Our long-term workers in AFSCME 2822 brought this concern to our attention. Our contract has pay increases calculated rounded up. However, our pay increases on our paychecks are calculated rounded down. This has resulted in pay increases being lower than contractually stated increases.

ARTICLE 38 - SALARY RATES. Impact: all 2822 workers AND all Hennepin county workers.

Termination Language Impacting Unemployment Benefits

Recently, an AFSCME 2822 member was terminated. We believe the language in the termination letter is not in accordance with MN State Statute. The employer is using this language to avoid paying unemployment benefits to workers. This appears to be deceitful, unfair, and dishonest.

MN State Statute 268.095 Ineligibility Because of Quit or Discharge, Unfair labor practices. Impact: all 2822 workers impacted AND all Hennepin county workers impacted.

Non-Discrimination & Public Discipline

Workers in Resident & Real Estate Services were being routinely harassed by a supervisor in front of customers. This supervisor also did not offer advancement opportunities to older workers and exhibited acts of favoritism and other inappropriate behavior. Workers joined together to file a class action non-discrimination and public discipline grievance.

ARTICLE 32 - DISCIPLINE. Impact: all 2822 workers impacted.

Steward Contact Information

If you have been impacted by the above issues, please contact us at afscme2822steward@gmail.com!

If your email is regarding requesting a steward, please ensure your email contains DATE, TIME, WORK LOCATION, your HOME AND WORK phone/email information, and short summary of the issue/reason for the investigation/steward request. Stewards are assigned by the chief stewards. Your email should also be sent to sam.gutierrez@hennepin.us and sclune@hclib.org. PLEASE "REPLY ALL" TO EMAILS. We can also be contacted at **612-470-2822**.

Also for more steward updates, please attend our monthly membership meetings the first Wednesday of the month at 6:30 PM in the Minneapolis Central Library Doty Board Room.

2018 Contract Campaign Update Table Team Needed!

Thanks to everyone who distributed surveys, came to our contract input meeting, and talked to co-workers! **We have added another Contract Input Meeting before our next membership meeting, Wednesday, March 7, 4:30-6:30PM.**

We also need members to serve on the contract negotiations table team! We are looking for members from diverse departments and backgrounds who will represent and fight for all 2822 workers! You must be available for all of the negotiation dates (see below). Contact 2822 president Ali Fuhrman if interested:

afuhrman13@gmail.com or
afuhrman@hclib.org

Negotiation Dates: Monday, May 7; Monday, May 21; Thursday, May 31; Tuesday, June 12; Thursday August 2; Monday, August 6; Monday, August 20.

February 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

- Nominations were held for 2822 officers. (See page 1 for details).
- 10 members were elected to attend the Labor Notes Conference in April.
- Members approved a \$500 donation and a resolution in support of the St. Paul Federation of Teachers.
- 2822 filed a class action grievance over holiday pay in the Juvenile Detention Center.
- The membership approved funds to send 30 people to Day on the Hill. Contact Ali if you would like to attend.

Why Your Story Matters in the Labor Movement

**Rosine Johnson, Steward and Good and Welfare Coordinator,
Midtown Service Center**

My name is Rosine Johnson and I work at the Midtown Service Center. I, along with two other colleagues from 2822, Adonna Swift and D.J. Hooker Jr., were selected to be part of the 2017-2018 Minnesota Union Leadership Program at the U of M Labor Education Service. Our last session last month really stuck out to me as we discussed the topic of “why does your story matter within the labor movement.”

Well, why does your story matter? Let’s think about it: how would we organize without you and your story? Our stories, narratives give meaning to our values and by themselves they can mean anything. Would I be involved with the union if there was not an unjustified practice that happened to myself and my co-workers within my workplace? Would I be in

Upcoming Events

Contract Master Team Meetings

Mondays, March 5; March 19; April 2, 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.

Contract Input Meeting

Wednesday, March 7, 4:30-6:30PM

Minneapolis Central Library, Doty Board Room

300 Nicollet Mall, Minneapolis

Local 2822 will be having another meeting for members to bring forth issues they would like to see addressed in our upcoming contract negotiations. If you need to miss work to attend, the Union can pay for lost time from work.

HC AFSCME Education, Engagement and Outreach

Monday, March 12, 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**

AFSCME Day on the Hill

Tuesday, March 20, 2018

All Day!

Be part of the Big Green AFSCME Machine at the Minnesota State Capitol! Every year AFSCME members from across the state gather in St Paul to ask our elected officials to support our work as public employees. If you are interested in attending, contact Ali Fuhrman, afuhrman13@gmail.com or afuhrman@hclib.org

volved in the union if I did not feel that our workers were being treated unfairly and performing job duties that were not even under our job description? Would I be involved with the union if my mother did not tell me that raising me and my sister all by herself was so much easier because of the support from the union?

I believe that my story as well as yours leads to better improvements within our workplaces and communities. My story and passion for fighting for the front lines has given me the opportunity to take action in our annual MN State Capitol Rallies, becoming a Steward and Good and Welfare Coordinator of Local 2822, and being part of the Minnesota Union Leadership Program with 12 other strong leaders throughout MN working to fight for you. Most importantly, my friends, we all need to keep organizing and building the fearless and fierce union that we are.

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 _____

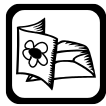
Work Location _____

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.



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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 March 15, 5PM.

Articles should be 400-600 words in length, letters less than 300 words. Send your written contributions to:

Editor & Publisher

Lindsey Fenner

lindseyafenner@gmail.com

Circulation & Distribution:

Rita Watson

rita.watson@hennepin.us

Susan Rose

srose@hclib.org

Valerie Wiggins

valerie.wiggins@hennepin.us

Local 2822 Officers

President	Alessandra "Ali" Fuhrman <i>afuhrman@hclib.org</i>	612-543-6909 720-771-8471 (cell)
Vice President	Jayne Mikulay <i>jjmikulay@hclib.org</i>	612-543-8426
Treasurer	LaKeashia Robinson <i>lakeashia.robinson@hennepin.us</i>	612-348-6186
Recording Secretary	Susan Rose <i>srose@hclib.org</i>	612-543-6926
Chief Steward	Shane Clune <i>sclune@hclib.org</i>	612-543-5426
Chief Steward	Sam Gutierrez <i>sam.gutierrez@hennepin.us</i>	612-460-7264 (cell)
Membership Secretary	Rita Watson <i>rita.watson@hennepin.us</i>	612-596-7843
E-Board at Large	Valerie Wiggins <i>valerie.wiggins@hennepin.us</i>	612-596-8000
	Lindsey Fenner <i>lfenner@hclib.org</i>	612-543-5801
	Adonna Swift <i>adonna.swift@hennepin.us</i>	612-543-2195
	Daniel Winker <i>daniel.winker@hennepin.us</i>	612-348-9566
Delta Dental Trustee	Ann Baird <i>ann.baird@hennepin.us</i>	612-543-0270
Good & Welfare	Rosine Johnson <i>rosine.johnson@hennepin.us</i>	612-596-0970 952-221-7454 (cell)
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 HSPHD South Minneapolis Hub	sam.gutierrez@hennepin.us 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