



AFSCME members at the U of M fought for over 6 months to secure TAs that would benefit and uplift all their coworkers. (Photo courtesy Brad Sigal, Local 3800)

University of Minnesota Bargaining Units Reach Tentative Agreements

For over six months, AFSCME members at University of Minnesota campuses across the state have been hard at work negotiating a fair contract for themselves and their coworkers. The U of M contract campaign included letter campaigns, sit-ins, rallies, and campus marches. They organized online with the hashtags #DoneWaitingUMN and #FightingforourFuture, and posted powerful letters from members who shared their struggles to make ends meet, their fears about raising their children on tight budgets, and their dreams of feeling respected for their work by U of M management.

Finally, in late December, **the three units at the University of Minnesota reached tentative agreements with management.** They won major victories for each unit in both wages and benefits. Every unit will receive across-the-board raises for each of the two years in the contract, and enhances the language around sick leave.

Here are the details:

The Healthcare Unit (Unit 4) won across-the-board raises of 2.25% in 2020 and 2021. Four steps were removed from the bottom of 13 of 18 classifications, and four steps costed at 2% were added to the top of all job

classes. This is a huge victory, as the majority of the bargaining unit is at the top of the range for their job class. Members also won reimbursement for all registration, licensure and certifications employees, up to \$300 annually, and a near doubling of the uniform allowance from the current \$95 to \$165 after taxes. In addition, the TA includes performance evaluation and vacation cash out articles that other U of M locals have enjoyed for years.

The Clerical Unit (Unit 6) also won 2.25% ATB raises for two years with steps on anniversary dates. Steps were removed from the bottom of wage scales for all classifications. In addition, each employee with 15 years University seniority will receive a \$500 lump sum as of May 1, 2020.

The Technical Unit (Unit 7) TA also includes 2.25% ATB raises for two years. The Year 1 raises will be retroactive to June 10, 2019 with steps for all eligible employees retroactive to October 1, 2019. In addition, all employees at the top step for their classification will receive \$200 lump sums in Years 1 & 2 of the contract.

Voting will be held across the state this week following informational sessions last week. For more details about voting or the TAs described here, [reach out to your local](#)

Attend a Council 5 Regional Planning Meeting

As part of our strategic plan, AFSCME leaders are holding regional planning meetings for members across the state. These meetings provide an excellent opportunity for members to build solidarity with other members and plan collective work to advance our union's mission based on each region's specific needs, issues and interests.

Local leaders are invited to attend each of the following first-round regional meetings.

- Bemidji, **January 22**, 4PM; 225 Paul Bunyan Dr NW, Bemidji, MN (back room)
- Duluth, **February 4**, 6PM, AFSCME Duluth Office, 211 W 2nd St, Duluth, MN
- Range, **February 5**, 6PM; Boomtown, 501 Hat Trick Ave, Eveleth, MN

All members are invited to attend the upcoming second-round meetings. Stay tuned for more opportunities to gather with fellow AFSCME members in your region!

- Mankato: **January 21** at 5PM; Jake's Stadium Pizza, 330 Stadium Rd., Mankato
- West Metro: **January 24** at 4:30PM; 312 Central Ave. SE, Minneapolis (Room 365)
- East Metro: **March 18** at 12PM; AFSCME Council 5, 300 Hardman Ave. S., South St. Paul MN

See you there!

[leadership or contact the MAC](#) at (651) 450-4990, toll-free at 1-800-652-9791, or by email at Council5@afscmemn.org.

Congratulations, siblings!

Hennepin County Social Services Celebrates a Year of Building Power

Hennepin County Social Services Local 34's MAT Coordinating Committee celebrated exponential growth and unprecedented member outreach by hosting a MAT Day last month. Over 30 members gathered to celebrate three years of connecting coworkers to critical information and resources through their union, like the healthcare Consensus Decision Making process, policy changes throughout the county and safety and security updates.

Minnesota AFL-CIO Campaigns Conference

The 2020 election may be the most important election of our lifetimes. The 2020 Minnesota AFL-CIO Campaigns Conference, which will take place in Minneapolis on February 6-7, will give members the tools they need to win for working Minnesotans. The conference is open to any union member; registration is \$50 per person.

Workshops at the Campaigns Conference will focus on organizing, legislative advocacy, political action, communications strategies, and more. Specific workshop details will be listed here and e-mailed to attendees.

Get more details – and sign up for the conference – at mnaflcio.org/events.

Register for a 2020 Financial Responsibility Training

This training is offered and conducted by AFSCME International. Anyone in your local who signs checks or conducts audits is welcome and encouraged to



Hennepin County social workers celebrate their MAT team leaders.

attend. Trainings will take place at the AFSCME South St. Paul office on **March 26, April 22 and October 29** of 2020; an additional training will be held at the AFSCME office in Duluth on Wednesday, **September 9**.

All classes run from **9AM-4PM**. To register, contact the MAC at the Council 5 office toll-free at 1-800-652-9791 or by email at council5@afscmemn.org. Financial Responsibility Training is \$20 per person, which includes \$15 for lunch and \$5 for materials. Please inform us of any dietary restrictions or allergies at the time of registration.

MSRS Board Elections Approaching

Attention members of the Minnesota State Retirement System pension program! The MSRS Board of Directors is responsible for the oversight of our pension administration, fiduciary health and investment decisions. These elections are important in the

fight to keep our pensions safe, secure and stable for ourselves and future public workers. Watch our website for endorsement updates, and keep an eye out for your MSRS Board Election ballot in the mail this upcoming February!

Want to Go Paperless with Action Update?

All our Action Updates are available on the Council 5 website (afscmemn.org) in printable PDF form. Do you currently receive paper copies of Action Update and would like to make a switch to digital-only? Contact Gail Grant at Gail.Grant@afscmemn.org.

Get in on the Action

Action Update comes out every two weeks for locals and activists. Download a copy at afscmemn.org. Email communications@afscmemn.org with news and events you'd like shared in our next update.

Mark Your Calendars

Event	Date	Place/details
Behavioral Health Summit	Saturday, January 18; 12PM-5PM	AFSCME South St. Paul Office
Mankato Regional Planning Meeting	Tuesday, January 21; 5PM	Jake's Stadium Pizza (Mankato)
West Metro Regional Planning Meeting	Friday, January 24; 4:30PM	United Labor Centre (Minneapolis)
Duluth Regional Planning Meeting	Tuesday, February 4; 6PM	AFSCME Duluth Office
Range Regional Planning Meeting	Wednesday, February 5; 6PM	Boomtown - Eveleth