

AFSCME A NEW VOICE

a monthly newsletter for the members of AFSCME Local 2822

Embracing Janus and the New Year

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

In looking for appropriately seasonal clip art, I stumbled upon something I wasn't looking for. Among the images of noisemakers and party hats and old men and babies, there were old engravings of a person with two faces, inscribed at the bottom "Janus." If you're reading this, you've probably also read previous articles about a Supreme Court Case, Janus v. AFSCME Council 31, that threatens (perhaps) the very existence of public sectors unions in the United States. I had known that Janus was also a Roman deity, portrayed with two faces. What I hadn't known was Janus' symbolic meaning. He was the god of transitional places—doorways, gates, boundaries, beginnings, the crossing from one place and time into another. In ancient Roman traditions, he was celebrated on New Year's Day, January 1.

So for this New Year, I want to embrace Janus—both the court case and the symbol—as marking a transition for public sector unions as whole and for our Local in particular. This past year in Local 2822 has been one of change. I think those of us in official roles have learned a lot about how running a union works. We've learned a lot from each other. And we've also taken on so much. We've confronted bad bosses, we've taken action against discrimination and harassment, we've fought tooth and nail in investigations and grievances, and we've joined in the struggles of our communities.

The Supreme Court decision for Janus v. AFSCME will come out in 2018, and it will most likely not be ruled in our favor. In effect, "right-to-work," which had been implemented on a state-by-state basis, would be nationwide. This means we might lose members and we will lose

revenue from "fair-share" fee-payers. It will mean that no one will have to pay for the work of enforcing and negotiating our contract or organizing our workplaces to support one another. This is, to be a clear, a threat to organized labor. Some folks in the labor movement have had even more reactionary responses, saying that Janus will be the end of public sector unions in the United States.

But I don't think this is what will happen, at least not for 2822. We know from AFSCME workers in Iowa that despite the stripping of union rights by their state legislature, Iowa's public workers have been voting overwhelmingly to keep their unions. Private sector unions have always been subject to "right-to-work," and yet I see new organizing efforts throughout the private sector, including in extremely precarious workplaces like Amazon.

Our unions will be strong if we remember who built them and who they represent: the workers. To be honest, unions throughout the United States have been weakened because they forgot this. Some unions tried to run on a business model, a fee-for-service. But our union isn't a faceless machine providing services, no more than we are faceless County employees providing services. We are just workers, here to support and empower other workers. We are here to create a space where workers are no longer disempowered, but empowered. We are here to create a space where we have a voice. Sometimes it feels like the world is falling apart and there isn't anything we can do to fix it. But we can. We can fix it in the places we do have power, where we do have a voice. And one of those places is here, in our union.

We are here on the threshold of the New Year, looking, like Janus, to both the past and the future. I don't know the future holds, but I know that we will face it together.

January 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			

**January
Membership Meeting
Wednesday, January 3**
Minneapolis Central Library
Doty Board Room
6:30PM

**February
Membership Meeting
Wednesday, February 7**
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



Happy New Year!

Union Word Find!

Send in your completed word find for a fantastic prize! Cut out and send to Lindsey Fenner, Mail Code PL 760.

I T W L K I K P L H P S V L X
N O I T C A A I S A B U T A K
E V A O G K K C T C C H C O M
O W J P S N Q K E O F O V Q K
I P J E O F E E W N J G L P D
C F P C L W B T A T C D P R S
L E E N I A E J R R P V E O T
F T N A D A F R D A A D C T H
A A S V A Q H S F C G F S E G
H I I E R E N W C T L N Z S I
R T O I I K G W O M C M I T R
I O N R T I O R I R E R G E G
K G B G Y R I L H T K Q E H W
F E Q A J T Q E X V I E F P R
D N X X L S D H K T R L R A N

ACTION
AFSCME
AFLCIO
CONTRACT
GRIEVANCE
LABOR
LOCAL
NEGOTIATE
PENSION
PICKET
POWER
PROTEST
RIGHTS
SOLIDARITY
STEWARDS
STRIKE
WEINGARTEN
WORKER

Name:

Email:

Save the Date! Don't Be Late!

Thursday, February 15, 2018
4PM-6:30PM

Location TBD

Local 2822 will be having our first member meeting for members to bring forth issues they would like to see addressed in our up-

coming contract negotiations. We need your input to help make this the best possible contract! Look for information about a location soon. (And come, even if you might be late! And bring a co-worker, or two, or three!)



Books to Help Us Change the World

Emergent Strategy: Shaping Change, Changing Worlds,
adrienne marie brown

The Impossible Will Take A Little While: A Citizen's Guide to Hope in A Time of Fear,
Paul Rogat Loeb, editor

Runaway Inequality: An Activist's Guide to Economic Justice,
Les Leopard

Secrets of a Successful Organizer,
Alexandra Bradbury

Tools for Radical Democracy: How to Organize for Power in your Community,
Joan Minieri

Towards Collective Liberation: Anti-racist Organizing, Feminist Praxis, and Movement Building Strategies,
Chris Crass

When We Fight, We Win! Twenty-first-century Social Movements and the Activists That Are Transforming Our World,
Greg Jobin-Leeds

2018 Contract Campaign Update

Our union contract with Hennepin County expires December 31, 2018. As of printing, we will most likely begin negotiations in early summer. We are starting to gather information about what is important to YOU! Now is the time to get engaged, involved, and energized about our union. We need YOU have a conversation, read over the contract, talk about what matters, wear green, attend a meeting, bring a colleague, make a sign, make a speech, make some noise, and, when the time comes, VOTE!

New 2822 Website Coming Soon!

Our Local website will soon have a new look! The new website will go live in the beginning of 2018; the web address will stay the same. The new website will be mobile friendly and will have the capacity for us to provide more resources and information to our members. If there is any union- or labor-related content you'd like to see on our new website, please reach out to Web Admin Melissa Diaz at diazme90@gmail.com or Lindsey Fenner at lindseyafenner@gmail.com

December 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

- Thanks to Val and Rosine for organizing a lovely Unionsgiving! And thanks to everyone who brought tasty treats and donations for VEAP!
- Brad Sigal, AFSCME 3800, U of MN Clerical Workers, gave a presentation on his solidarity trip to Puerto Rico to bring donations to the Puerto Rican Teachers Federation and support them in their post-hurricane recovery work.
- The Membership approved a \$2,000 donation to the World Federation of Trade Unions, the International Union Body which sponsored our President and Co-Chief Steward for a conference of U.S. Trade Unionists in November.
- Members endorsed the Twin Cities Coalition for Justice 4 Jamar's planned People's Super Bowl Party, acts of resistance, protests and community support to counter racism and inequality during Super Bowl week in Minneapolis. We will share more information as it becomes available.

Upcoming Events

HC AFSCME Education, Engagement and Outreach Committee

Monday, January 8 5:30PM-7PM

Seward Probation Office, Second Floor

2600 26th St E, Minneapolis

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

Member Action Team Quarterly Meeting

Wednesday, January 10, 9AM-4:30PM

United Labor Centre, 312 Central Ave SE, Minneapolis

Participants in the Member Action Team will be meeting for their first all-day training and planning day of the year. To get involved, contact Shane Clune: sclune@hclib.org or shaneclunefscme@gmail.com

AFSCME Labor Lunch

Thursday, January 11, 11AM-1PM

Hennepin County Government Center Auditorium (A Level)

Get lunch and learn about labor issues!

Local 2822 Contract Input Meeting

Thursday, February 15, 2018

4PM-6:30PM

Location To Be Determined!

Local 2822 will be having our first meeting for members to bring forth issues they would like to see addressed in our upcoming contract negotiations. Look for information about a location soon.

AFSCME Free Online College Open Enrollment!

The free two-year associate degree program for AFSCME members, their families and retirees now includes an expanded list of majors. Classes start Jan. 16. Get details and apply at <https://freecollege.afscme.org/> or call 1-888-590-9009.

Minneapolis Regional Labor Federation Labor Commission on Racial and Economic Justice Needs You!

People of Color Union Members (POCUM), the Minneapolis Regional Labor Federation (MRLF), and the AFL-CIO have formed a commission to work on issues of racial and economic justice, and develop labor leaders. Each cohort will consist of 15-20 union members who will meet over 18 months, to meet, discuss, learn new skills and take on specific projects.

To apply to join one of the upcoming cohorts for the MRLF Commission on Racial and Economic Justice, or to nominate someone else, contact MRLF president Chelsie Glaubitz Gabiou at chelsie@minneapolisunions.org or 612-321-5670.

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 January 11, 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 Cell:720-771-8471
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	Genae Nicole <i>genae.nicole@hennepin.us</i>	612-543-3366
Chief Steward	Sam Gutierrez <i>samuel.gutierrez@hennepin.us</i>	612-460-7264
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
	Shane Clune <i>sclune@hclib.org</i>	612-543-8426
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	http://www.afscme2822.org/	Facebook Group: AFSCME Local 2822

Steward's List

Steward	Phone and e-mail	Department/location
Genae Nicole Chief Steward	612-543-3366 <i>genae.nicole@hennepin.us</i>	Hennepin Health Grain Exchange Bldg.
Sam Gutierrez Chief Steward	612-460-7264 <i>samuel.gutierrez@hennepin.us</i> <i>afscme2822sg@gmail.com</i> In subject line type "2822 911" for emergency	HSPHD Government Center
Jayne Mikulay	612-543-8426 <i>jjmikulay@hclib.org</i>	Library East Lake
Ali Fuhrman	612-543-6909 <i>afuhrman@hclib.org</i>	Library Hosmer
Susan Rose	612-543-6926 <i>srose@hclib.org</i>	Library Franklin
Shane Clune	612-543-8426 <i>sclune@hclib.org</i>	Library East Lake
Brett Schlosser	612-543-8451 <i>bschlosser@hclib.org</i>	Library North Regional