

Greetings 3937! Is that Spring I see on the horizon?! Let's cross our fingers - this week we have: a reminder about the Gubernatorial screening that is going on today, another report from the Labor Notes conference, info on negotiations, some words from our Vice President, and more!

AFSCME Gubernatorial Candidate Screening!

Members have an exclusive opportunity to view the gubernatorial screening, live from our workplaces and homes. Council 5 will live stream the screening on **April 19 from 2 p.m. to 4:30 p.m.** To give everyone equal access, in-person viewing is not being offered.

During the screening, the Executive Board will meet and interview DFL candidates Erin Murphy, Rebecca Otto and Tim Walz. Each candidate will answer questions and give a closing argument. Please help shape the questions the Executive Board asks them. RSVP and make suggestions on [Facebook](#).

On the day of the live screening, just log into your MemberLink account at on [our website](#). You'll find a private link to the broadcast there.

Don't have a MemberLink login yet? Signing up takes about a minute. Go to www.afscmemn.org. Look for the MemberLink tab on the top right. Click on the box that says "sign up now" and follow the prompts.

Please sign up before **April 19** to avoid the rush. If you need help, call the Member Action Center at 651-450-4990.

Salary Augmentations?

Are any people from Local 3937 being augmented? We need to know as part of negotiations. Send your

name and department to afscme3937@gmail.com; we will then de-identify names and summarize departments as examples of the need to fix our steps.

Negotiations!

Hey all you Local 3937 Activists out there, we are going into negotiations again (our first committee meeting is Sat May 4). Send me your name and non-University email so we can get an email list started before we need it. It is important that we have a non-University email - no University emails will be accepted for the list.

Still buzzing from Labor Notes two weeks ago! We're excited to try some of the strategies we learned - keep an eye out for new content in the coming weeks.

Labor Notes Report: Just Cause

During Labor Notes I was lucky enough to find space on the floor to hear Robert Schwartz talk about the concept of Just Cause. From Wikipedia, Just Cause is the standard that provides important protections against arbitrary or unfair termination and other forms of inappropriate workplace discipline by employers towards union members. Basically, Just Cause is what our union stewards use, along with our contract, to protect our members from unfair and inappropriate discipline. Schwartz, a labor attorney, literally wrote the book on this topic - which I purchased immediately after his seminar.

Just Cause is broken down into 7 tests. From Labor Notes:

- **Fair Notice:** Workers have to know of the rule they are accused of violating.
 - **Prior Enforcement:** Management can't start suddenly enforcing a rule that has gone unenforced for a long time.
 - **Due Process:** Management must conduct an interview or a hearing before issuing discipline, and can't increase the discipline after the fact.
 - **Substantial Proof:** Discipline should be based on sound evidence, not rumors.
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- **Equal Treatment:** Those committing the same offense should not receive “disparate treatment.”
- **Progressive Discipline:** The employer should start with lesser penalties rather than moving immediately to suspension or firing.
- **Mitigating and Extenuating Circumstances:** Discipline must be proportional to the gravity of the offense, taking circumstances into account.

During his talk, he outlined these tests with examples and citing real cases. He also outlined strategies and tactics - when to fight, when to walk away, and when to fight later - while stressing the concept of “obey first, grieve later.”

Robert Francis

Vice-President

AFSCME Local 3937

For more on Just Cause, follow [this link](#) to Labor Notes!

VP Corner

Good Afternoon, Local 3937:

Today I would like to introduce Ryan Hanson. Ryan is our new field representative to our state level organization, Council 5. We are excited to have Ryan with us as he used to work for the University of Minnesota Libraries and he has an extensive background in labor organizing.

Ryan has hit the ground running to get up to speed with where we're at. I (and the rest of the leadership team) have been equally impressed and encouraged by the skills and knowledge Ryan brings to our local.

Welcome, Ryan!

In Solidarity,

Robert Francis
Vice-President of Organizing
AFSCME Local 3937

Don't forget! Every Friday is a new opportunity to show your support for the union with a little bit of fun. Wear something green this Friday! Take a selfie or have a friend take a picture and post it to our [Facebook event](#), the most interesting or creative selfie will win a prize! Show us your green socks, shirts, pants, ties, lanyards, lipstick, earrings, or scarves!

Save The Date

Steward meeting

- 2nd Wednesdays: May 9th

Organizing meeting

- 3rd Wednesdays: May 16th

Membership meeting

- 4th Wednesdays: April 25th (E-board meeting at 5:15pm immediately followed by membership meeting)

All at 5:30pm in Suite 356

[312 Central Avenue SE,](#)
[Minneapolis, MN 55414](#)



Our home page has more information and resources such as steward contact information. Find the most current version of our contract here.

Like us on Facebook and/or follow us on Twitter, we post a variety of labor related items daily as well as breaking news that affects us.

submitted in solidarity by AFSCME Local 3937 leadership, edited by Diana Rico, Organizer