

## Hello 3937!

We hope this week is treating you well, and that you are enjoying the warming temperatures! Pardon us for this newsletter being a little later this week, as we are moving to a new platform. Welcome to your new and improved newsletter! This week we have some important info about taking action for the UMCDC closing, some words from our VP, info about an AFSCME Day of Action, and more!

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### LAST CALL for On Call

*We are putting out one last call for anyone working on call hours!*

Do you work any "on call" hours?

The Clerical Employees (Local 3800) have just learned that it is being implemented incorrectly at one location. I need to know if other locations are being paid correctly or not. Send me an email ([afscme3937@gmail.com](mailto:afscme3937@gmail.com)) to let me know. Any VMC techs having issues (you should be paid time and a half for those hours in addition to the \$2 per hour) - word is it is being paid at regular time. Let me know how it affects you!

- President Mary Austin.

### UMCDC Action/State of the University Address

March 1 is the State of the University Address. We need 100s to attend and wear green in support of the UMCDC. If you need further information on what's going on there, call me (Mary Austin) at [612.417.8366](tel:612.417.8366). The Address is from 3:30 to 4:30 at the Coffman Theater. If you can't join us then you can watch on your computer via the State of the University website. This is our first action to call attention to the possible closing of the UMCDC and to announce we are fighting it. The Development Center is one of very few jewels left at this institution.

## **Working People's Day of Action**

The Working People's Day of Action is about demanding an end to the rigged economy and defending our freedoms. On February 24, we will stand up for the freedom of working people to come together and fight for decent and equitable pay for our work, affordable health care, quality schools, vibrant communities and a secure future for all of us.

To find an event near you or for more information, follow this [link!](#)

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## **VP Corner**

*\*\*We apologize if you are seeing this again, last week we had some technical difficulties with our newsletter and as a result many people did not see this last week.*

Good Afternoon, Local 3937:

As we make our way into this new year and our 2018 membership recruitment and engagement drive I want to outline a number of volunteer and engagement opportunities for our members and prospective members. The list below includes opportunities at every level of involvement from a few minutes a week, to a few hours. We can work with you to find the right fit for your schedule and interests.

### **University Committees**

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#### *Benefits Advisory Committee*

One member is needed to take over our role on the Benefits Advisory Committee. This will include going to the Benefits Advisory Committee meetings, taking notes, and reporting back to the Local at monthly membership meetings. Training will be provided by our current Benefits Advisory Committee member.

#### *Board of Regents*

One member is needed to take over the role of attending the Board of Regents meetings. This will include going to the Board of Regents meetings, taking notes, and reporting back to the Local at monthly membership meetings. Training will be provided by the Local.

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## **Organizing Committees**

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### *Bulletin Board Committee members and chair*

In our contract, “the Union shall be granted posting rights for Union meeting notices and other official Union publications on specifically designated Department bulletin boards at mutually agreeable locations.” The Bulletin Board Committee will identify where bulletin boards are located in buildings where the Local has members, recruit those members to be Bulletin Board Organizers, and receive and distribute materials to be posted.

Members that will receive and post union materials to the bulletin boards in their work areas and offices.

### *New Employee Orientation Committee members*

One to three members are needed to attend and prepare for the University’s New Employee Orientation. This meeting happens approximately once a month, from 9:30 AM - 11 AM. New Employee Orientation Committee members will staff the labor table at the New Employee Orientation Benefits fair and answer prospective members’ questions and meet the Local’s recruitment goals. Training will be provided by the Vice President of Organizing and the Local Organizer. ATTENDANCE AT NEO IS ON UNIVERSITY PAID TIME.

### *Happy Hour Committee members and chair*

Members are needed to plan, manage, and execute the monthly Local Happy Hour. Responsibilities include: location selection, collecting contact information, talking about the Local’s activities and goals, answering questions about the Local.

### *Board Game Night Committee members and chair*

Members are needed to plan, manage, and execute the monthly Local Board Game Night. Responsibilities include: bringing the board games to and from the event, collecting contact information, talking about the Local’s activities and goals, answering questions about the Local.

### *Recruitment Committee members and chair*

Ten members are needed to plan, manage, and execute the Local's long recruitment goals. This includes phone banking and site visits to different offices on campus. The Local pays for any time you are away from the office during your scheduled shift. Training will be provided by the Vice President of Organizing, the Local Organizer, and current committee members.

*Collective Action Committee members and chair*

Multiple members are needed to plan, manage, and execute the Local's collective actions. This includes any action taken together by the Local with the goal of achieving a common objective. Examples include: Day on the Hill, showing up to the Board of Regents meeting to show support for the Local, attending other collective actions by other locals and unions, etc... This committee will work in partnership with the Stewards Committee, when needed. Training will be provided by the Vice President of Organizing, the Local Organizer.

*Organizing Committee*

Members are needed to plan, manage, and execute the long term organizing, recruitment, and collective actions of the Local. Membership will include the chairs of all other organizing committees. Members are required to attend the monthly organizing meeting.

**Steward Committee**

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*Steward Committee*

Chaired by the Chief Steward, the Steward Committee meets once a month and is a place where stewards can work together on grievances, problems, workplace issues, learn what's happening at different worksites in the local, report on potential problems, and develop problem-solving strategies and action plans. This committee will help develop a strong team of stewards, build the confidence of new stewards, and sharpen the skills needed to represent members and build a stronger local. This committee will work in partnership with the Collective Action Committee, when needed. Training is provided by the Local and Council 5.

**Other Committees**

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*Negotiation Committee*

Members are encouraged to participate in the nomination of Negotiation Committee members. Negotiation Committee members are members in good standing, that are elected to represent

the local in contract negotiations. Labor Management Committees These committees help promote a mutually constructive and cooperative relationship between the University and the Local.

#### *Social Media Committee*

Chaired by the Local Secretary, this committee manages our online presence on Facebook and Twitter.

#### *Ad-Hoc Working Committees*

These committees include but are not limited to specific committees charged with planning, managing, and executing any short and medium term goals the local may engage in.

#### *25th Anniversary Committee*

This committee is dedicated to the planning and execution of the Local's 25th Anniversary celebration to be held sometime in May or June. If you are interested in helping, please send an e-mail to [afscme3937@gmail.com](mailto:afscme3937@gmail.com) whether you want to be involved in the process from start to finish or just want to be notified if we need a one time bit of help, everything is welcome!

### **Open Local Leadership Positions**

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#### *Chief Steward*

From the AFSCME Steward Handbook:

“The chief steward is usually a member who has been active as a steward for a number of years. He or she has experience handling grievances and resolving workplace problems and issues. The chief steward is thoroughly familiar with the contract, work rules, and management policies and procedures. The chief steward also knows the players – the various managers and supervisors – that stewards will deal with.”

#### *Executive Board Members*

From our Constitution:

“The Executive Board shall be the governing body of the local union except when meetings of the local union are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the local not specifically provided for in this Constitution or by

action of the membership at a regular or special meeting shall be decided by the Executive Board.”

*Trustees*

From our Constitution,

“The trustees shall make or cause to be made at least semi-annually an audit of the finances of the local, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering members of such local, and shall report to the membership on the results of such audit.” *ONE TRUSTEE IS UP FOR ELECTION/RELECTION EACH YEAR. TRUSTEE IS A 3 YEAR TERM.*

This list will also be appearing on our website soon.

In Solidarity,

Robert Francis

Vice-President of Organizing

AFSCME Local 3937

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### **On Fridays We Wear Green!**

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!

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### **Save The Date - Meetings and Events**

Steward meeting

- 2nd Wednesdays: March 14th

Organizing meeting

- 3rd Wednesdays: Feb 21st

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### Membership meeting

- 4th Wednesdays: Feb 28th (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](#)

### Game Nights

February 22nd - HHH 50B, 7-9pm (same room as last time!)

March 22nd location TBD

April 26th location TBD

Know of a good location? Let us know!

### Happy Hours

March 1st location TBD (looking for somewhere on West Bank! Any suggestions?)

April 5th location TBD

### Day on the Hill 2018

March 20th - Sign up and come meet your legislators and see how government is supposed to work! Sign up at the Council 5 web page at: [afscmemn.org/](http://afscmemn.org/) Look under "Politics" and "Day on the Hill" to sign in. Let the local know you are coming because we pay for your lunch that day at: [afscme3937@gmail.com](mailto:afscme3937@gmail.com)

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## **Newsletter Committee**

**Are you creative? Do you like to write? Do you want to have an influence on what exactly goes in this newsletter each week? Consider joining the Newsletter Committee! If you are even a little bit interested, send an e-mail to [afscme3937@gmail.com](mailto:afscme3937@gmail.com) with what you would like to do whether that is creating graphics for us or writing a section or just being part of the editing process!**



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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*

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