

Greetings 3937! We hope you stayed cool over the very hot long weekend. Scroll down for election results, survey results, where to find a lunchtime negotiations info meeting, and more.

Mary Austin elected President!

Congratulations Mary! After the ballots were counted, Mary was sworn in, as well as the following officers who were present--Ji Kim, Treasurer; Nicole Masika- Secretary; Bill Hill- Executive Board Representative; Maggie Kilgo- Executive Board Representative; Sara Westdal- Trustee

Thank you, Beth!

Also after the ballots were counted, our long serving Elections Chair, Beth Wolszon, resigned. Thank you Beth for making sure our elections were done properly all these years.

Follow the [Minnesota Poor People's Campaign page](#) to stay up to date on weekly events. The next one is June 4, [An Interfaith Response ~ No Line 3](#) .

Negotiations Survey Results

Our negotiations survey got a 20% response rate, which is double what Nicole was told is a decent response rate in psychology class back in the day. The negotiating committee is looking at the results.

Wages and benefits are the issues most important to those who answered, 80% and 68% rated these very important respectively. However, our next set of answers revealed a key difference; about 72% are satisfied or very satisfied with their benefits, and only 12% are satisfied or very satisfied with their wages. Comments on wages revealed a variety of dissatisfaction with our salary grids including: a lack of benefit once you have reached the top step, others who think there are too many steps, recognition that the current steps don't reflect our market value, making it difficult to hire people at step 1, and also the lasting damage done by the 6 years our steps were frozen. However, the committee would like to point out all our starting wages are \$15.29/hour or more, an increase we fought for and won. So we are already at the \$15 minimum for continuing labor-represented staff. Student employees and employees not labor-represented continue the fight to get the \$15 minimum put in place for themselves -- when we all do better, we all do better -- which is why we ask everyone to turn out when they notify us of their demonstrations or actions.

In the area of discipline, the responses show folks are most worried about being disciplined for a personality conflict with a supervisor. Several comments on this topic also pointed to possible bullying situations. Our work on the Respectful Workplace Memorandum of Understanding continues. If you are interested in helping with this committee, let the Local office know.

On job security, the most popular option to improve it was having first crack at open positions. Budget cuts and departmental reorganizations were virtually tied for being seen as the greatest threats to job security.

The values questions had a more even spread of answers, though equality, safety and loyalty were somewhat more important to most respondents.

Other things that jump out from the comments are the need for sick time to accrue faster, especially for newer employees. A few comments point to issues with disabilities, both lack of

accommodations and unfair discipline related to the disability. Several stressed the need for unity among all the unions at the U of M. We have heard that message and are working more closely with Local 3800 on issues that affect both unions. At this point in time, Local 3260 (health care workers) and Local 3937 are negotiating new contracts. We are off-cycle and hope to get back on cycle so all three bargaining units can negotiate concurrently very soon.

Thank you to all who responded. The negotiations committee appreciates knowing what our members are passionate about, and they will take these issues up with management at the negotiating table. If anyone wants to talk one-on-one about their comments, please email or call President Mary Austin 612.417.8366

submitted by the Negotiations Committee and Nicole Masika, Secretary

Brown Bag Negotiations Info Meetings Next Week!

Bring your lunch and join us to discuss the survey results, find out about the negotiations process and bring your concerns and questions. All meetings are noon to 1 pm.

Monday, June 4- West Bank- 30 Humphrey Center

Tuesday, June 5- East Bank- 165 Peik Hall

Thursday, June 7- Med Area- TBD

Friday, June 8- St, Paul- 146 McNeal

We will send out an update tomorrow with the Med Area location.

Remember 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: June 13th

Organizing meeting

- 3rd Wednesdays: June 20th

Membership meeting

- 4th Wednesdays: June 27 (E-board meeting at 5:15 pm 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 Nicole Masika, secretary