**New Executive Director**

As I am starting to settle into my new role as Executive Director, I was thinking what I want members to know about the work that we are doing. We are working hard to create a place in this world where no one gets left behind! Where we have a future that doesn’t require individual family members to piecemeal work with 2 or 3 jobs just to support the quality of life we all deserve. Where higher education is available to everyone and that you come out with an education, not a giant bill that you can never repay! Where we all have affordable health care now and throughout our lives! That we can spend time with our love ones and look to a brighter future, that works for all of us!!! That is my vision for our members, their families, Minnesota and our Country. I want members to know what it means to be a member of our Union and that WE are making a difference in our workplace and in the communities we live in.

I have been trying to get out to meet with as many members as I can, so that I know what the issues are that you care about. I want to hear what makes us better and stronger, because we will make the future better for all of us when we work together. I have been out talking with members about what the Janus decision will mean for our members and our union will continue to fight against anyone who tries to take our rights away! WE are stronger together! As a member, you have the ability to make a difference in the world by getting active in your union. If you are not already doing this, contact me or your CO/IO to find out more about how to get involved. You will have fun, meet new people and make positive change happen. - Kelly Gibbons, Executive Director

**SEIU Day With The St. Paul Saints– Ticket Available Now!**

SEIU Day at the Saints with a picnic meal on the lawn. SEIU’s tickets include the picnic meal (burgers, brats, hot dogs, coleslaw, potato salad, baked beans, chips, and beverage). This is a $30 value; members pay just $14. Includes group seating in the Outfield Reserved Seats.


**What:** SEIU Local 284’s Annual Saints Game Outing  
**When:** Tuesday, June 12, 5:30 PM Picnic Meal, 7:05 PM Game  
**Where:** CHS Field, 360 N Broadway St, St Paul, MN 55101  
Complete the ticket order form and mail the completed ticket order form and make the check payable to: SEIU Local 284, 450 Southview Blvd, South St Paul, MN 55075  
You can purchase multiple tickets for family or to go with a friend, but payment must arrive in the office before tickets will be mailed out and there is a limited number available. So act quickly! Call the office 651-256-9110 or 651-256-9100 with any questions.  
Come on out for the kick-off to summer with the St. Paul Saints.
End of Legislative Session – Kids vs Corporations

Kids did not come out the winner in the session that just ended. Going right until the midnight deadline on their last day of session, the Minnesota Legislature still did not get anything done to help make our schools more safe. The 2018 legislative session started shortly after the tragic school shooting at Marjorie Stoneman Douglas in Florida. There was broad agreement that we should invest in funding the Safe Schools Levy. Unfortunately, the Republican leadership in the legislature decided to bundle that proposal up with a bunch of controversial items that would denigrate teachers, rate schools on a five star system, and prominently display "In God We Trust" in public school buildings. I know SEIU member have a range of opinions about these proposals, but I hope that we would all agree that these issues are not more important than getting our schools the resources they need to keep our kids safe.

School safety was further complicated by the Republicans insistence on tying safe schools funding to their tax bill. There were deep and honest disagreements between the GOP majorities and Governor Dayton about how the state should respond to the tax law changes at the federal level. Republicans eventually put school funding and their tax proposal into the same bill to try to take advantage of Governor Dayton’s soft spot for kids and our schools. Dayton has indicated that he will veto that bill. Our first goal has to be keeping kids safe. Minnesota's kids and the adults who care for them deserve better than this. That’s why SEIU Local 284 is going to work hard to elect new leadership this November in the MN House and another progressive governor who put Minnesota values ahead of tax cuts for the rich. It will be hard work, but together we can make sure that our schools are safe places where students in every corner of Minnesota have everything they need to succeed.

- Chris Stinson, Cradle to Career Campaign Coordinator

PERA Pension – Changes to Early Retirement

The Pension Bill Receives Unanimous Approval in the House and Senate and is sent to Gov. Dayton for his signature before it becomes law. This bill was supported by many as it was seen as a “very important sustainability package” that has been several years in the making and includes measures to improve the financial health of the pension funds and the state. The bill is expected to reduce the present value of Minnesota’s unfunded liabilities over $8 billion (measured over a 30-year period). Of that, $3.4 billion will be savings recognized immediately in the next actuarial valuations. The bill puts the plans of the state’s four public pension systems on the path toward full funding, provides funding to government employers to offset increased pension contributions, and safeguards the retirement security of public employees for the future. The bill also lowers the assumed rate of return on investments to 7.5 percent.

Once the Governor signs the bill, PERA will start to implement the changes over the next several months. One of those changes is to early retirement where it phases out the subsidy from early retirement actuarial reduction factors over a five-year period for members who retire with benefits calculated under the post-89 formula beginning in 2019. This does not impact benefits calculated under the pre-89 formula, which use fixed reductions, or unreduced benefits under the Rule of 90. It does reduce benefits to those that retire early (full Social Security retirement age capped at 66). If you are eligible to retire early and were planning to do so, now or in the next few years, you should contact PERA to get information on how this will impact you. There are 2 areas where individuals accessing their early retirement pension will be impacted; 1. Early retirement actuarial reduction factors will be applied starting July 1, 2019 and will be implemented proportionately over 5-years; and 2. Eliminates cost-of-living increases before normal retirement age (defined as age 65 for individuals hired before July 1, 1989, or equal to full Social Security retirement age capped at 66 for individuals hired after July 1, 1989) who begin benefits January 1, 2024, or later.

2018 Local 284 $500 Scholarship Winners

Abigail Benz, member Jamie Benz – Richfield
Arlene Nowak, member Julie Ann Nowak - Glencoe-Silver Lake
Emily Walberg, member Barbara Walberg – Moundsview
Jaden Newbanks, member Jenny Newbanks – Sauk Rapids
Michael Oltman, member self – Anoka Hennepin
Kaleb Wick, member Darryl Wick – Burnsville
Shannah Sexton, member Marilee Sexton – Rochester

*Please note we had 1 unclaimed scholarship from last year that is why we have 7 winners this year.
Mark Glende is Honor as the 2018 SEIU Local 284 RISE (Recognizing Inspiring School Employees) AWARD Winner

Mark Glende received this award on May 9, 2018 in Washington D.C. along with four other RISE Award Winners from across the United States. Mark is the Head Custodian at Sioux Trail Elementary in the Burnsville School District.

Mark is a person who simply doing his job well is not enough. Mark worked with student groups to create the Schools for Energy Efficiency (S.E.E) SQUAD to create more energy efficiency in the school. For this project, he worked with students on things like turning off classroom lights when unoccupied and making sure blinds were down at the end of the day to keep the heat from escaping overnight. They found out that by turning off gym lights for just two hours a day the school could save an additional $500 per month.

Because of the work of Mark and others, Sioux Trail Elementary School became one of the first Minnesota schools to become an ENERGY STAR Leader Top Performer and in 2007 ranked as the second most energy efficient school in the Midwest. He accomplished this in a school that is over 60 years old.

Another project Mark helped grow was the Enhanced Recycling and Organics Program. The focus was on recycling in the classrooms and recycling and organic separation in the cafeteria for breakfast and lunch. He taught a group of students the proper way to sort their lunch trays, and those students went on to teach their fellow students. That group of students gave up their recess time once a week to go classroom-to-classroom and talk trash, compost or recycle, and worked with Mark as Trash Talkers. Out of this Mark started the SMART (Sort More And Reduce Trash) program. Over the next couple years, the school was able to reduce trash output from a four-yard dumpster picked up daily to a one-yard dumpster picked up once a week.

Mark also started the "One More Sip" challenge. In 2016, Mark got tired of seeing all the milk being thrown away that students didn’t drink at breakfast and lunch, so he came up with the One More Sip challenge. It took six weeks to establish a baseline of milk being poured down the drain, and then he started asking students to take one more sip before they went out to recess. From October to May the school increased milk consumption from 60% to over 90%.

Mark had the student council help him and he dubbed them his Moo Crew. They made posters to hang not only in the cafeteria but all over school. Now students celebrate two-sip Tuesday and Finish Your Milk Friday. They also came up with weekly toasts that always ended with “and here’s to the cows!”

Mark is a classic example of school employees across Minnesota who go above and beyond every single day to make our schools safer and more enriching for our students. Our SEIU Local 284 family is incredibly proud of Mark.

- Keith Niemi, President SEIU Local 284

2018 Member of the Year: Mike Poke

Mike was names as the 2018 SEIU Local 284 Member of the Year at the March 22, 2018 SEIU Local 284 General Membership Meeting. The Member of the Year program is designed to recognize a member who exemplifies the values of Local 284 and lives a life that exemplifies our mission statement. Previous Member of the Year honorees are Anna Gimberline, 2017 Member of the Year and Stella Sola, 2016 Member of the Year.

Mike is a custodian in the Wayzata School District. He mentors kids in both Wayzata and in Bloomington where he lives. In Bloomington he is part of the Community Action Team that works with students. He put himself out into his community in a big way, when he took on the challenge of running for a seat on the school board in the Bloomington School District.

Mike serves as a Union Steward for the Wayzata Custodians. In addition, Mike serves as a Member at Large on the Executive Board of our Union. He is a wonderful example of an active and engaged member of our Union. We are all so proud of his accomplishments and are happy to recognize him as the 2018 SEIU Local 284 Member of the Year.

- Keith Niemi, President

2018 Pequot Lakes Employee of the Year: Barb Wallace

Barb Wallace, secretarial in the Pequot Lakes School District was recently recognized as the Employee Of The Year Barb Wallace is a 28+ year High School secretary who has been active in her bargaining unit and now recognized by her peers for going the extra mile for the students and staff of ISD 186. Superintendent Chris Lindholm said, “Barb is the rock of the high school office. She is the office historian and has been the backbone of the High School for decades. Always calm and always in control - at least outwardly - Barb is a reassuring presence daily and is dedicated to the High School in every way. Tireless, she never seems to fatigue of the demands of the job and for her we are endlessly grateful. The classiness with which you do your work, is noticed and very much appreciated. Thank you and congratulations on being named the 2018 Employee of the Year!”
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If you have an article or suggestion for the newsletter, please contact Andy Running:
andrear@local284.com

LOCAL 284 OFFICERS
Executive Director: Kelly Gibbons
President: Keith Niemi
Vice Presidents: Mark Krey
Anna Angeles-Farris
Trustees: Steve Miltich
Sue McNertney
Lori Smith
Members at Large: Anne Bipes
Melanie Custer
Cynthia Gross
Mike Poke
Michael Sylvester
Valerie Rolstad
Sergeant at Arms: James Brown
Senior Member: Mark Hanson

The Officers of Local 284 make up the Executive Board. Executive Board meetings are open to all members in good standing. Please contact Union headquarters if you would like to attend.

Local 284 Meetings
6/12/18 Executive Board Mtg 9am-5pm @ Union Office
7/19/18 Executive Board Mtg 3-6pm @ Union Office
9/20/18 Executive Board Mtg 3-6pm @ TBD
9/20/18 General Member Mtg 6-7pm, TBD
10/25/18 Executive Board Mtg 9am-5pm @ Union Office
10/27/18 Leadership Assembly 9am, Carpenters Hall

Change of Address or Phone Number?
Please let us know by contacting our office at (651) 256-9100
Or by emailing Terri at terrib@local284.com