Minneapolis Custodial Engineers File For a Union Election

A group of 250 Physical Plant Operators (PPOs), Senior Custodians, and Custodians in the Minneapolis Public Schools filed for a union election to join SEIU Local 284 the week before Christmas. A majority of the group signed cards expressing their desire to have the election to join our union. The workers were formerly members of SEIU Local 63 (a union that no longer exists) before joining their current "association." After the switch from union to MACE (Minneapolis Association of Custodians and Engineers) the group saw their pay cut and their jobs reclassified.

After the district rolled back their working conditions, a group came to Local 284 about the possibility of voting to join with other school employees across the state.

"I'm excited we filed the cards for our election and am ready to join the 9,000 statewide members of SEIU Local 284. It is time for a change to go back to a union instead of an association. Right now things aren't going well for those of us who keep the buildings running in the Minneapolis Public Schools. They changed all of our titles and cut our manpower in half, but still expected better results. They lowered our pay significantly, and no one was there to help us fight back," said Will Aanonson, a senior custodian who has been with the district nearly 15 years.

The group work in all 67 of Minneapolis public schools and ensure cleanliness, maintenance, and safety for the tens of thousands of students in the district. The mail ballot vote will be held by the start of February.

Changes to your Pension

SEIU Local 284 believes that after a lifetime of hard work, everyone deserves a secure retirement. The Public Employees Retirement Association of Minnesota (PERA), our pension, is proposing two changes to our plan. The first change would allow the cost of living adjustment to increase closer to the rate of inflation. The second change would decrease the benefit for anyone who has to retire early. Any changes will need to be passed by the legislature and signed by Governor Dayton so we may need your help to oppose the early retirement change. Like all hard-working Minnesotans, school employees want our retirement to be secure – so we support reforms to make the system strong and sustainable but we're opposed to any changes that would make it harder for our members with physically demanding jobs to retire early. For more information or to volunteer to protect the pension contact Chris Stinson at ChrisS@local284.com

SAVE THE DATE: June 12th
SEIU Day at the Saints & Picnic
5:30 PM Pre-Game Picnic and 7:05PM Game
Tickets will be available to order on our website in late January or early February.
**Minnesota Miracle 2.0**

Since the Minnesota Miracle of 1971, Minnesota has had a reputation as a state that values investment in the common good and education for all as a path to prosperity. However, we have grown accustomed to reaping the benefits of past commitments rather than keeping that same promise for future generations. This has led to warning signs for children of all ages and particularly children of color.

SEIU Local 284 was one of the founding members of the Minnesota Education Equity Coalition, comprised of faith leaders, union members, community organizers, students, parents, and educators who collectively believe our future is bright and that our state’s shameful racial disparities can be eliminated - if politicians choose to invest in quality public education for all.

That’s why the Equity Coalition is launching the Minnesota Miracle 2.0 campaign, which will utilize various organizing and legislative strategies to win the following:

- Universal, public Pre-K
- Full-service, wrap-around community schools
- Equitable funding
- Free public college

We know that our economy and our politics aren’t working for families in our state. Corporate interests are valued over the lives of working families, particularly the lives of people of color, indigenous people, women, and rural Minnesotans. None of us are getting what we need in the current system. No one can change this alone but together we can win real change for the lives of Minnesota families.

Be part of the launch of the Minnesota Miracle 2.0 campaign:
Northeast Middle School (2955 Hayes St NE, Minneapolis, MN 55418)
Friday January 26, 2018, 8:15 to 9:AM

For more information contact Chris Stinson at ChrisS@local284.com or 612.274.9391

---

**Special Education Funding Change Impacting Students and Paraprofessionals**

SEIU Local 284 and ISD 882 will jointly host a forum to explain the impacts of the changed Special Education spending cap. This change limits the amount of money that flows from the state to the district, causing funding issues for all services. Come and hear the formula change explained and how it impacts workers and students on a day to day basis. Open to the public. January 25, 2018, at 6 pm at the Monticello Middle School.

---

**Agency Fees Benefit The Workplace**

States with collective bargaining in the public sector have a great deal on the line in 2018, the US Supreme Court decision in *Janus v. AFSCME 31* Unions that give voice to public employees (including public school support employees) may no longer be able to effectively do their job, depending on how the Supreme Court rules. For decades, public employees — whether or not they join a union — have paid fees to support the cost of union representation (fair share fees), which serves them even as non-union members. The idea behind the fees required is simple: Everyone who benefits from union representation should share fairly in the cost. Union representation is beneficial for both employees and employers. Unions are effective voices for promoting the day-to-day concerns of employees in the bargaining unit, including wages, health and safety, paid sick days, and health-care benefits. Collective bargaining also provides public-sector employers with an effective tool for managing the workplace. In the 1960s and 1970s, states throughout the country saw significant labor unrest, including strikes by public employees that disrupted the delivery of public services. Minnesota and other states responded by adopting a new system of workplace management: collective bargaining with a single representative fairly chosen by a majority of employees in a defined unit.

---

**The 2018 Minnesota AFL-CIO Campaigns Conference is the official kick-off to Labor 2018**

Workshops at the Campaigns Conference will focus on organizing, legislative advocacy and political action that will lead to more successful outcomes for all working people. If you’re thinking about being a Member Political Organizer (MPO) for the 2018 election or if you think you might want to take lost time for other political activities this conference will help you be more powerful and impactful.

As the election of a pro-labor Governor is the focus of Labor 2018, The Minnesota AFL-CIO will be hosting a gubernatorial candidate forum on Friday morning, February 16.

For more information or to register: http://aflcio.mn/18conference

DATE AND TIME: Thu, Feb 15, 2018, 9:00 AM – Fri, Feb 16, 2018, 12:30 PM CST
February 17, 2018 Leadership Assembly—SAVE THE DATE
WHEN WE FIGHT, WE WIN!

Join leaders from around the state as we plan for a brighter tomorrow. Our February Leadership Assembly charts the course for the next year and our future.

Members will...
- Nominate officers for our union’s Executive Board (Local 284 Executive Board positions that are up for election in 2018 are below)
- Hear about members taking action and winning
- And engage in re-creating community – The Minnesota we want and deserve

**Maple Grove Community Center**
**12951 Weaver Lake Rd., Maple Grove, MN**

Saturday, February 17 - 8:30 am Registration,
Continental breakfast served
9 am - 3:00 PM Member meeting and Assembly

To register visit our website
at www.seiu284.org or contact your CO/IO.

**SEIU Local 284 Officer Nominations**

Each year approximately 1/3 of our Executive Board is elected by the membership of our Union. Check our website (seiu284.org) for more information on member eligibility for nomination. During the General Membership Meeting nominations will be taken for the positions up for election.

<table>
<thead>
<tr>
<th>Offices up for Election</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Director—3-year term</td>
</tr>
<tr>
<td>1st Vice President—3-year term</td>
</tr>
<tr>
<td>Trustees—3-year term</td>
</tr>
<tr>
<td>Trustee—1-year term</td>
</tr>
<tr>
<td>Member-at-Large—3-year term</td>
</tr>
<tr>
<td>Member-at-Large—3-year term</td>
</tr>
<tr>
<td>Senior Member—2-year term</td>
</tr>
</tbody>
</table>

**Article V, Section 5**—No member shall be eligible for nomination or election to the office of Trustee or Member-At-Large unless the member is actively employed under a collective bargaining agreement in Local 284’s jurisdiction at the time of the election. Any member may be nominated and elected to the office of Executive Director, President, Vice President....No member shall be eligible for nomination or election as an officer in this Local Union unless he or she has been a member two (2) years immediately preceding the nomination and continuously in good standing of this Local Union and is paying at least the minimum dues required for working members.

**Member Contest Drawings Winners**

A total of 17 names were drawn at our December Executive Board Meeting. (3 from each classification over 200, 1 from each classification under 200) Members names drawn will receive a $50 gift card and SEIU goodie bag.

Winning Names are:

- Tammy Thomas—Becker
- Jason Nonnenmacher—Rosemount
- Mary Harvey—New Prague
- Nancy Sunstrom—Sault Rapids
- Amanda Troolin—West St. Paul
- Dianne Amundson—Sartell
- Nazlah Krenzelok—Sartell
- Rose Zerigian—Rochester
- Tammy Haugen—Shakopee
- Adam Zachman—St. Michael
- Dan Lehman—Shakopee
- Kjel Johnson—MCAD

Jason Johnson—Sartell
Lynn Arnold-Walker—Moundsview
Kathy Beatty—Wayzata
Karen Willett—Chisago Lakes
Rae Ann Berg-Karas—Hopkins

*Your CO/IO will be in touch to deliver or mail goodie bags.
SEIU Local 284
450 Southview BLVD
South Saint Paul, MN 55075
Phone: (651) 256-9100
Toll Free: 1 (877) 304-6042

If you have an article or suggestion for the newsletter, please contact Andy Running:
andrear@local284.com

LOCAL 284 OFFICERS
Executive Director: Carol Nieters
President: Keith Niemi
Vice Presidents: Mark Hanson
Anna Gimberline
Trustees: Steve Millich
Sue McNertney
Vacant
Members at Large: Anne Bipes
Mike Poke
Valerie Rolstad
Lori Smith
Michael Sylvester
Sergeant at Arms: Cynthia Gross
Senior Member: Vacant

Local 284 Meetings
1/25/18 Executive Board Mtg 3-6pm @ Union Office
2/15/18 Executive Board Mtg 9am-6pm @ Union Office
Finance Committee Mtg 6-7:30pm @ Union Office
2/17/18 Leadership Assembly 9-3pm @ Maple Grove Community Center, Maple Grove, MN
3/22/18 Executive Board Mtg 3-6pm @ Union Office
4/19/18 Executive Board Mtg 9am-6pm @ Union Office
5/17/18 Executive Board Mtg 1-5pm @ Sartell Community Center
Finance Committee Mtg 5-6pm @ Sartell Comm. Center
General Member Meeting 6-7:30pm @ Sartell Community Center
*2018 Save the Date: Oct. 27th Leadership Assembly @ 9am

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