Imagine…

Students in every Minnesota school having all that they need to succeed, from pre-k to career;
A community that recognizes our contribution to education by providing good working conditions and fair wages to all staff;
An economy that fairly rewards everyone’s hard work and enables all families to enjoy a good quality of life through their work and

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Check us out on the web for more information:
* Upcoming events
* Member Resources
And Much More…
www.seiu284.org

National Right-To-Work Around the Corner…

If you were to look back to our Winter 2016 Newsletter you may feel a little déjà vu as you read this article. In January of last year, the US Supreme Court took the case Friedrichs v. California Teachers Association with the expected result of Right-To-Work (RTW) being imposed by the Supreme Court nationwide in the public sector. However, in February of last year US Supreme Justice Antonin Scalia passed away suddenly. Scalia was assuredly the fifth vote needed to overturn the Court’s previous rulings and his death lead to a 4-4 tie. This meant, this case and the dozens of other cases filed and funded by National Right-To-Work Legal Fund, attacking union members and their unions, were on hold until the 9th US Supreme Court Justice is appointed and confirmed by the Senate.

The outcome of the recent national elections has elevated concerns that the appointment of the 9th justice will be the vote needed to impose right-to-work on public sector unions. In addition, there are now legislative majorities in the House and Senate that could lead to national right to work legislation being passed to attack unions both in the public and private sectors. Additionally, private sector unions and their members are preparing for changes in the National Labor Relations Act (NLRA). These changes may range from weakening union election rules, making it harder for workers to organize their union free of employer intimidation, to a total dismantling of the NLRA. The question now is, who will go first? Congress or the US Supreme Court?

Our Union has been talking with members and preparing for RTW for almost 2 years. While we are way ahead of many other unions in preparation we still have a lot to do. Politically, at the national and state levels we need to make sure we let our representatives know that we expect them to fight any legislative efforts to weaken unions and at the district level we need to make sure school boards are elected that support quality education and working families, not multinational corporations. At our bargaining unit level, we need to talk all our coworkers about the importance of becoming union members to keep our union strong. And, we need to make sure at our contract negotiations we fight hard to include such things as union orientation and a minimum wage of at least $15 per hour for all our members. And, because we know that we gain strength thru numbers, we need to find ways to include as many members of the community in our negotiations as possible.

During these challenging times I pledge to worker harder than ever to make sure we keep our union strong, you get the best contract possible, and all children get the best education. Now, I need you to do your part, get involved. Contact your CO/IO to get involved, help your unit to fight for a good contract and quality education and/or attend our February 18th Leadership Assembly.
- Carol Nieters, Executive Director

2017 Executive Board Officer Nominations

The 2017 Leadership Assembly will be held at the Carpenters Hall on Saturday, February 18th at 9:00 AM. 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 following positions on the Executive Board:
2nd Vice President (3-year term)
Trustee (3-year term)
Member at Large (3-year term)
Member at Large (1-year term to fill out remainder of open seat)
Senior Member (3-year term)
Higher Ed Organizing: Hamline, Augsburg, MCAD and the U faculty building a brighter future for Higher Ed in Minnesota

In fall 2017, a lot of exciting things happened in terms of organizing new members into SEIU Local 284. The contingent faculty at Augsburg College and Minneapolis College of Art and Design voted to join our union. The process to form a union legally involves winning a majority of supportive votes, however the organizing drives took many months and involved discussions amongst colleagues, planning meetings and forums that brought faculty from different schools together to share their experiences.

While both of these colleges and their faculties are distinct, many of these new members share a common interest in improving higher education in the Twin Cities. As Dr. Yohannes Tadesse, who teaches Management Information Systems within the Business department at Augsburg College pictured below put it, “Faculty unions are communities that come together to aid, protect, and recognize the expertise of a teacher, while examining and providing assistance from unfair treatment.”

Now that their unions have been certified by the National Labor Relations Board, the next step is developing contract priorities and a team of faculty to lead bargaining.

At the University of Minnesota, Tenured, Tenured-Track and Non-Tenured (contingent) faculty filed for their union election January 20, 2016. When faculty at the University of Minnesota vote to form their union, they will be the largest single-campus faculty union in the country. Because of the size and complexity of the University, there are a lot of legal questions to consider in this process, and unfortunately the University of Minnesota administration has spent a considerable amount of money and time to further delay the vote. Faculty union leaders at the U have used this time to take on new issues and push their colleagues to get informed and involved. - Liz Engels, Organizing Director

SEIU Local 284: 2017 Member of the Year

Nominations for the SEIU Local 284’s 2017 Member of the Year must be postmarked, emailed or faxed to our office no later than midnight on January 16, 2017. 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. You are free to nominate a co-worker or yourself. You may visit our website www.seiu284.org to get a nomination form or you may contact our office to have one mailed to you. Finalists will be interviewed by the Member of the Year Award Committee and winner will be recognized at the SEIU Local 284 Leadership Assembly which will be held on Saturday, February 18, 2017. In addition, the winner may have an opportunity to be recognized in Washington D.C. in May. - Keith Niemi, President
Local 284 will continue to work on free breakfast and lunch for all students. Programs that give all students free meals, eliminates the stigma children on free or reduced-price meals can experience and save schools and parents a big headache when it comes to paperwork. Many families who fall just outside the income limits for the free meal program would be able to participate.

Adequate nutrition has a huge impact on learning. Hunger has a big negative impact on cognitive and social development and makes children far more susceptible to physical and mental illness. Yet hunger is a widespread problem with just half of the students who are eligible for free breakfast are actually receiving it.

We’ll also work to get new language around unemployment so that our members will have the financial security that folks in other professions have. Many school district employees (bus drivers, custodians, food service, paraprofessionals, etc.) are specifically excluded by state law from Minnesota’s unemployment system. It is blatantly unfair that school districts employees are excluded from MN’s unemployment system while resort, golf course, and amusement park employees are eligible. At a minimum, all school employees should receive the same written notice that teachers get that they have a reasonable assurance of being employed after the summer break.

SEIU Local 284 will continue to work with a coalition of community, faith, student, and labor groups to make education funding more fair specifically:

- Make high-quality, public preschool available to all Minnesota families.
- Expand and support full-service community schools.
- Recruit and retain more teachers of color and teachers that reflect the community.
- End the school-to-prison pipeline through additional support staff in schools.
- Relieve Minnesotan’s of crippling higher education debt.
- Make higher education more accessible and affordable.

There are also significant opportunities for wins together at the local level. Fighting for $15, school board elections, and contracts for the common good where we negotiate for things our communities need when we negotiate contracts.

Finally, SEIU Local 284 members are on the front lines to protect Minnesota’s children from bullying. We know that school bullying is still a problem and we expect it to continue to get worse. We have an important role to play in making sure that kids in our lunch rooms, buses, hallways, and everywhere else feel safe and supported. We’re in a unique position to make sure that schools live up to the anti-bullying policies that they have on paper. For information on how to get involved contact Chris Stinson at ChrisS@Local284.com. - Chris Stinson, Cradle to Career Campaign Coordinator

SAVE THE DATE
Leadership Assembly
Saturday, February 18, 2017
Carpenter’s Hall
710 Olive St., St. Paul
- Right-to-Work on the horizon
- Education funding and you
- Local 284 Officer Nominations

2017 is expected to be a pivotal year for union members, it is a budget year for our schools and a big year for contract negotiations for Local 284 members. Saturday, February 18, is an opportunity for members to come together to lay the ground work for maintaining a strong union in a Right-to-Work environment, ensuring all students have what they need to succeed and school staff have good jobs through negotiation strategies in 2017 and 2018.

So join us and take a seat at the table as we plan for the next 2 years rededicating ourselves to unionism, make plans for building our power to fight off efforts to divide and attack working people and their families, fight for everyone to make at least $15 an hour, and insure the best contracts ever! Register to attend at: www.seiu284.org
SEIU Local 284
450 Southview BLVD
South Saint Paul, MN 55075
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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 Angeles-Farris
Trustees: Amanda Reineck
Steve Miltich
Sue McNertney
Members at Large: Ann Bipes
Carol Borreson
Michael Sylvester
Valerie Rolstad
Vacant
Sergeant at Arms: Cynthia Gross
Senior Member: Ginia Klamecki

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 - 2017 Meetings

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>January 19</td>
<td>Executive Board Mtg: 3pm (Local 284 Office)</td>
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<tr>
<td>February 16</td>
<td>Executive Board Mtg: 3pm (Local 284 Office)</td>
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<tr>
<td>February 18</td>
<td>Leadership Assembly (Carpenter’s Hall, St. Paul)</td>
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<tr>
<td>March 16</td>
<td>Executive Board Mtg: 9am (All-Day Mtg., Local 284 Office)</td>
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<tr>
<td>March 16</td>
<td>Finance Committee Mtg; 5:00—6:30pm (Local 284 Office)</td>
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<td>March 16</td>
<td>Tentative General Member Meeting 6:30pm (Local 284 Office)</td>
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<tr>
<td>May 18</td>
<td>General Member Meeting: 6pm (Bites Grill &amp; Bar, Pine River)</td>
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Next General Member Meeting Date:

2017 SEIU Scholarship Information

- **Local 284** offers 6—$500 Scholarships awarded by random drawing. You must have your applications in **NO LATER THAN** March 31, 2017. Applications are available online at seiu284.org or by contacting your Contract Organizer.
- **SEIU International** also offers a large variety of scholarship opportunities. For more information please visit seiu.org/members

Interested in Performing Maintenance at the Union Office?
We are looking for a skilled trades person who can do light electrical, plumbing, painting and other maintenance type work that occasionally arises around the office. This would be on casual basis. **Please contact Keith Niemi at 651.256.9108 for more information on this opportunity.**

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