



Local 3688

NEWSLETTER

October 2, 2026

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DAY ON THE HILL

April 14, 2026

Members of our local participated in Day on the Hill at the State Capitol. .



Members discuss goals and impacts

Local 3688

Local 3688 is comprised of the Minnesota Guardian Ad Litem Program along with the clerical, administrative, and technical employees of the 2nd, 4th, 6th and 10th Judicial Districts. Together we advocate for children and carry out the mission statement of the Minnesota Judicial Branch.

President: Karol Bennett (612)251-4058

Vice Presidents:

Kim Murden-Courts (612)240-9705

Deb Best-GALs (651)895-3087

Local 3688 email:

Local3688mn@gmail.com

Local 3688 Website:

<https://www.afscmemn.org/afscme-local-3688>

Council 5

Council 5 is the main council of all Minnesota AFSCME Locals that represents people who work for state and local governments, school boards, health care providers and non-profit organizations.

Council Field Rep: Gretchen Haupt

Executive Director: Bart Andersen

Main Site: www.afscmemn.org

Member Link:

<https://members.afscmemn.org/Login.aspx>

Member Action Center: 651-450-4990

INTERNATIONAL CONVENTION

August 17-21, 2026

Members of our local participated in the AFSCME International Conference in Chicago, Illinois.



A view from the International Conference

Left to Right: Rebekah Dunnette, Karol Bennett, Jackie Cardinal



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A MESSAGE FROM YOUR PRESIDENT

On September 10th Local 1500 and Local 3688 went back to the table to negotiate pay raises for the Courts. After 10 hours at the bargaining table, a tentative agreement was reached with the Employer in the mid-contract wage negotiations. The terms are a lump sum amount that is equivalent to +3% of annual wages for all bargaining unit members as of the ratification of the agreement; and a “me too” clause to match additional compensation if another Union reaches a larger settlement. Additionally, we also had fought to make the full lump sum amount contingent on arbitrary performance standards or having worked a full year prior. If it is approved, every AFSCME represnted employee currently working in the Courts Division at the branch will be in line for the payment.

Thank you to every member who helped make this campaign happen! Through the efforts at AFSCME’s Day on the Hill, our unit-specific meetings with legislators, signing our petition, sharing pesonal stories, and putting sustained pressure on Court Administration – our voices were heard! While we have made progress in this negotiation, the Juidical Branch was unwilling to commit to putting funds in its compensation pool toward the wage increases. They are insisting that the allocation was only approved as a “one-time funding,” and thus could not be put towards hourly raises nor a consideration for a larger portion over 3%. While this condition is unsustainable and our concerns need to be heard, we will need to be committed to a full-court press so the next biennial budget guarantees annual wage increaes for Courts workers.

Guardians – Our field representative, Gretchen Haupt, is still working on connecting with Alex Miller to discuss your contract!

WAGE NEGOTIATIONS



President Karol Bennett (Second from left), VP Kim Murden (Courts, back row second from right) and VP Deb Best (GAL, back row last in the right) and Members from Local 1500



Karol Bennett

Q&A Corner

Q:

Please submit an anonymous contract question to Local3688mn@gmail.com

A:

We will provide answers to the questions in the next Newsletter.



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VICE PRESIDENT OF GAL UPDATE

There has been a lot of change within the Guardian ad Litem program since the last newsletter. A little over a year ago, we learned that our Program Administrator had left the program and that Alex Miller would be serving as Interim until that role could be filled. Very recently, we learned that Alex has accepted the position and is now officially the Guardian ad Litem Program Administrator. In addition, Enoch Dix functioned as Family Court Manager for several months. In early August, we learned that the vacant FC Manager role was posted as open. Jennie Brinkworth has just been announced as the new Family Court Manager.



Deb Best

- Other meaningful things have happened!
 - The Board initiated an investigation into the Program itself. The investigation lasted for several months and included interviews with many Guardians and supervisors across all three units and all ten districts. We understand the results of this investigation have been used to make some course corrections in the program. We are cautiously optimistic that good things will continue to come from that investigation.
 - The Supervisors have formed a union and are now members of the Teamsters. The supervisors raised the need for uniform supervisor training and have been working on developing that content.
 - We participated in two separate “Day on the Hill” events. One hosted by the GAL program and one hosted by AFSCME. We were able to discuss our wage concerns with legislators, most of whom seemed responsive to our requests.
 - Camryn Charpenter (6th District Juvenile GAL) has recently been named Co-Chair of the New Member Organizing Committee. She Co-Chairs with Joni Reyes from the Courts side of our Local.
 - AFSCME hosted a Happy Hour during the GAL conference last year. Many conversations were had around local working conditions and disparities in GAL’s experience in training and supervision. We added several new union members. There is a growing understanding of how important our union is to our daily lives... and hopefully toward improving our wages. Also, it appeared that everyone had a really good time! Look for a repeat event on Thursday evening of our conference this year... flyers with details will be on tables at the conference.
 - We are increasing the number of stewards who are able and willing to provide representation when the employer considers a disciplinary action. If you experience this stressful event or want to learn how to support your fellow GAL’s who find themselves in that position... please reach out to me at any time. If you have questions about your rights or concerns about a workplace issue... please reach out to a union steward!
 - It is almost time to prepare for contract negotiations. Another ‘Day on the Hill’ will be planned to educate legislators on the need to increase our wages and fund our wage ‘step’ system. Please contact a steward if you are interested in joining either of these efforts.



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VICE PRESIDENT OF COURTS UPDATE

Hello everyone! I am the current Vice President for the Courts and the Chief Steward for the Tenth District. I am a Court Operations Associate in Isanti County and began working for the Judicial Branch in 1996.

As mentioned before, there is a tentative agreement for the court's contract regarding wage increases. Both local 3688 and 1500 held separate voting which ended on September 25th.

Members from both locals who participated had overwhelmingly voted YES, formalizing the tentative agreement.

If you have not signed a card yet, you will not be able to vote, so make certain to join immediately by following this QR code.

Please reach out to Council 5 Field Rep, Gretchen Haupt at gretchen.haupt@afscmemn.org with the screenshot confirmation or any questions for next steps!



Kim Murden



Membership Card - Public Sector
For assistance, contact the
MAC at (651) 450-4990



Member's Rights

AFSCME protects all members in the workplace! We act on:

- * Contract violations by filing grievances on your behalf.
- * Being a mediator between employer and employee.

You are NOT alone! If you ever feel like you need advice, contact us!



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MEMBERSHIP SECRETARY

AFSCME Council 5 members from across Minnesota gathered September 24–26 for the 2026 Council 5 Convention at the DoubleTree by Hilton Hotel Bloomington–Minneapolis South. The annual fall event brings delegates together to conduct the business of the union, strengthen connections, and build skills members can take back to their locals and workplaces. The convention opened Thursday with delegate registration, nominations for Council 5 leadership positions, and sector and district caucuses. On Friday, delegates continued union business and voting before moving into an afternoon of workshops. Members also marked Council 5 T-shirt Day and had opportunities to connect through creative activities and an evening delegate dance.

As part of Council 5's ongoing commitment to give back to the communities where its conventions are held, our local donated \$150 to the food pantry, VEAP, in Bloomington, Minnesota. The contribution reflects our shared belief that union solidarity extends beyond the workplace and into the communities that welcome us.

Through pledges, \$10,934 was raised on the floor. Council 5 matched it for a final total of \$21,868!

Beyond the formal agenda, the conference offers something equally important: time for members to exchange ideas, learn from one another, and renew the solidarity that powers our union. Every conversation, workshop, and vote helps shape Council 5's priorities and strengthens our collective voice for the year ahead.

The convention may last only three days, but the work continues in every local and workplace. By sharing what we learned, putting new ideas into action, and staying involved with Council 5, we can turn the energy of this gathering into a stronger union and a stronger voice for every member.



From Left to Right: In the back, Julien Grove, Beth Frandle, Kim Murden & Matthew Philion. In the front, Joni Reyes (membership secretary) & Steph Carlson.



Monthly Membership Meetings

Local 3688 conducts monthly membership meetings on the fourth Tuesday of every month via zoom at 6:00 pm.

All members are welcome to attend. Discussion includes a wide array of membership topics.

Meeting ID: 951 7534 5297

Passcode: 3688

Join Us!



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MEMBER OUTREACH

We need you!
Building a strong union presence starts with our local membership.
Talk to your co-workers! Ask them what they enjoy from the union and what they would like to see happen.
If a new member is unsure about the benefits, connect them with individuals who can bridge that gap!



Sherri Smith giving out a door prize at the GAL Happy Hour event!

SAVE THE DATE

The GAL Institute is October 8th - 9th 2026 at the Mystic Lake Casino. AFSCME is hosting a GAL happy hour from 6:30-8:30pm. Come meet your Union Stewards!

While this event is for members only, there will be an opportunity to sign up for membership!



GAL Happy Hour event

We look forward to meeting with everyone at the upcoming GAL Institute this October.

DID YOU KNOW?

Article 10, Section 2 – VACATION TIME

A. Accrual Rates. All eligible employees shall accrue vacation leave according to the following rates:

Length of Service Requirement	Rate Per Full Pay Period
0 through 1 Year	4 Working Hours
After 1 through 2 Years	4.5 Working Hours
After 2 through 5 Years	5 Working Hours
After 5 through 8 Years	5.5 Working Hours
After 8 through 12 Years	7 Working Hours
After 12 through 18 Years	7.5 Working Hours
After 18 through 25 Years	8 Working Hours
After 25 through 30 Years	8.5 Working Hours
After 30 Years	9 Working Hours

