

Leading Boldly, Standing Strong—Empowering Workers, Defending Rights, Building a Brighter Future

With unwavering commitment and decisive action, AFSCME Council 5 members have championed workers' rights, secured critical victories, organized more workers, and set the stage for continued progress in 2024 and beyond.

OUR MISSION & VALUES

OUR MISSION

We advocate for excellence in services for the public, dignity in the workplace, and opportunity and prosperity for all workers.

OUR VALUES

- We believe that there is dignity in all work, and there should be dignity and safety for all workers.
- We build power for all working families.
- We all do better when we all do better!
- We advance and defend the common good.
- We are leaders in building a movement for social and economic justice.
- We treat each other with respect and compassion.
- We believe an injury to one is an injury to all.
- We stand up to overcome any discrimination that divides us.
- We embrace our diversity and find strength in many voices.
- We value pride, passion, excellence, integrity, and courage in all the work we do.
- We practice solidarity and member involvement.
- We mentor, motivate, and inspire new leaders.
- What we do away from the negotiating table is more important than what we do at the table.

Council 5 Executive Board 2023-2024

OFFICERS

President: Eric Hesse, Local 404
Vice-President: Latonya Reeves, Local 552
Secretary: Louis McNutt, Local 221
Treasurer: Kathy Vake, Local 66

Executive Director: Bart Andersen

EXECUTIVE BOARD

State

Dan Gorman, Local 600
Jessica Langhorst, Local 1092
Scuffy Paulson, Local 868
Mark Pozanc, Local 868
Jeff Vars, Local 915

County

Ronisha Buckner, Local 34
Aaron Gardner-Kocher, Local 34
Kenneth Garnier, Local 34
Willie Snyder, Local 707

City

Sarah Maxwell, Local 9

Private/Special District

Renae Pereira-Webb, Local 668

Schools, K-12

Marla Zappa, Local 56

University of Minnesota

Max Vast, Local 3800

District 1 - Northeast

Christina St. Germain, Local 1092
Jolene Jamnick, Local 66

District 2 - West

Jennifer Swanson, Local 2385

District 3 - South/Southeast

Patrick Pearce, Local 638

District 4 - Central

Adam Booth, Local 1539

District 5 - East Metro

Dalia Baez, Local 722
Tamika Hannah, Local 34
Grace Jones, Local 4001
Tiffany Leff, Local 668

District 6 - West Metro

Grace Baltich, Local 34
Sametta Hill, Local 34
Martin Hoerth, Local 844
Samantha Sheppard, Local 977



A Message from Executive Director **BART ANDERSEN**

This year, we celebrate the 20th anniversary of our beloved union, AFSCME Council 5!

Since 2004, and before, our union members secured countless victories that have made a real and tangible impact on the lives of working people, our loved ones, and our communities. Now, our union members are excited to write the next chapter in the proud history of our union, leading with boldness and strategic vision!

More than ever before, our members rightfully want bold, transformational, accountable, and inclusive leadership that ensures all of our members' voices are heard. Our union members of all backgrounds, zip codes, and from

“Our union members are excited to write the next chapter in the proud history of our union!”

small and large local unions alike are fighting for the same causes - higher wages, better benefits, dignity and respect, and protections from bad bosses.

More than ever before, our union members are ready to take our stand for a fair contract, dignity and respect for the work you provide, and more connected, safe, and thriving communities for all.

Your Council stands with every local of all sizes and locations to state unequivocally that “an injury to one is an injury to all” and that we have your back every step of the way as we fight for a stronger and more thriving



working class. This was a critical component of our union's Strategic Plan that will strengthen our cause. We are stronger united and we recommit to the values that have led us the last 20 years, but we are excited for the next chapter of our union that we will write together!

We are grateful for your continued activism!

In solidarity,

Bart Andersen

Bart Andersen
Executive Director, AFSCME Council 5



AFSCME Council 5 STRATEGIC GOALS

We are connected as AFSCME members and workers who deliver critical services to millions of Minnesotans. You have and continue to carry us through some of the most difficult times we have experienced in generations and you have done so with grit, determination, and heart - often in dangerous working conditions.

We will achieve our Council 5 goals of increasing membership, building solidarity and member activism, fighting for strong contracts, and more by working together. As an AFSCME Council 5 family, we must stick to our shared values that transcend our differences and not give any power

to forces actively seeking to divide us. We need strong contracts that treat workers with respect and dignity, demand respect and adherence to our contracts and the work you do, protect our right to collectively bargain, implement strong workplace safety plans, fight for safe staffing in every workplace, and strengthen and protect our health care and defined-benefit pensions.

Our only path forward is unity to build upon our progress. When we continue to educate, organize and mobilize all members of AFSCME Council 5 as a One AFSCME team and work together, nothing will stop us from building our new future rooted in the lived experiences of the working-class.

Minnesota Works Because We Do!

1. ORGANIZING (INTERNAL & EXTERNAL)

Support and grow ongoing significant organizing campaigns for external and internal membership and growth in our activist base. Show the strength and power of our online membership cards that are easily accessible on our website, paper membership cards, voice authorizations through the MAC, and one-on-one member organizing to grow our union.

2. ADVOCACY

Strengthen advocacy at the Capitol, county boards, city councils, school boards, and in legislative districts. Expanding Safe Staffing and Staff the Front Lines campaigns, as well as our Respect Us campaign (respect for our rights under our contracts, i.e., seniority, grievance procedure, hours of work, etc.).

3. DIVERSITY, EQUITY AND INCLUSION

We value and welcome ALL workers of ALL backgrounds and lived experiences in our union from ALL geographic locations. We will champion our diversity and ensure everyone

feels welcome in our union family.

4. ONE-ON-ONE CONVERSATIONS

We will continue to reach out in all ways to our members as well as potential members to build AFSCME Council 5 solidarity, activism and involvement. This also includes talking about signing them up for membership and for the PEOPLE program that helps elect our own bosses.

5. TRAININGS AND RESOURCES

Continue to build upon Council 5's offered trainings as well as available resources for organizing committees, sector liaisons, local communications' capacity, political and legislative advocacy, contract negotiations structure and strategizing, etc.

6. ARBITRATION & GRIEVANCE PROCESS

We will continue to assess incoming grievances for merit through our established grievance and arbitration process.

BART ANDERSEN APPOINTED EXECUTIVE DIRECTOR OF AFSCME COUNCIL 5!



On International Workers' Day, also known as May Day, the AFSCME Council 5 Executive Board appointed Bart Andersen as the permanent Executive Director of our beloved union, which represents over 43,000 dedicated workers. Andersen, who served as Interim Executive Director since August 2023, brings a vast amount of experience, lots of joy, and a deep commitment to this role!

Bart Andersen: Experienced & Committed

Longtime AFSCME Council 5 union member and leader Bart Andersen was appointed by the AFSCME Council 5 Executive Board to serve as Executive Director on May 1, 2024, after serving as Interim Executive Director since August 2023.

Bart Andersen's Vision and Commitment

Upon his appointment, Bart Andersen expressed his gratitude and vision for the future:

"I love the labor movement, our members, and our staff, and am honored to have been chosen to help lead our union of 43,000 members. I, along with AFSCME Council 5 leadership, am committed to empowering us all and working collaboratively to ensure our One AFSCME team has the tools, resources, and support to properly represent our members and grow membership so we can achieve strong workplace victories that positively impact our members' lives. Our members are ready for a unified and powerful union that builds upon the progress we have made but also looks to create our new future as we prove to our members that the power of WE is more important than anything else. That together, we will prove the Union Difference and be the powerhouse union that is representative and inclusive of everyone from all backgrounds, zip codes, and lived experiences."

A Union Veteran with Deep Roots

In 1996, Andersen started working as a

Bridge Worker in the Minnesota Department of Transportation (MnDOT) and became a union member, a leader, and President within AFSCME Local 2792. He then helped merge Locals 1011 and 2792 into what is now Local 221 (Metro MnDOT). As a longtime union member, Bart fundamentally understands the power of rank-and-file members. For those who see the need for change, they need to feel empowered and get active in their workplaces, their local union, and Council 5 to improve our lives and those of our loved ones and neighbors.

A Unique Perspective

Bart's extensive experience provides him with a deep and personal understanding of our union at all levels. His previous roles include being a union member, steward, local president, Council 5 Executive Board member, State Employee Policy Committee (SEPC) President (representing all AFSCME Council 5 state employees), and as a Council 5 Field Representative (representing our



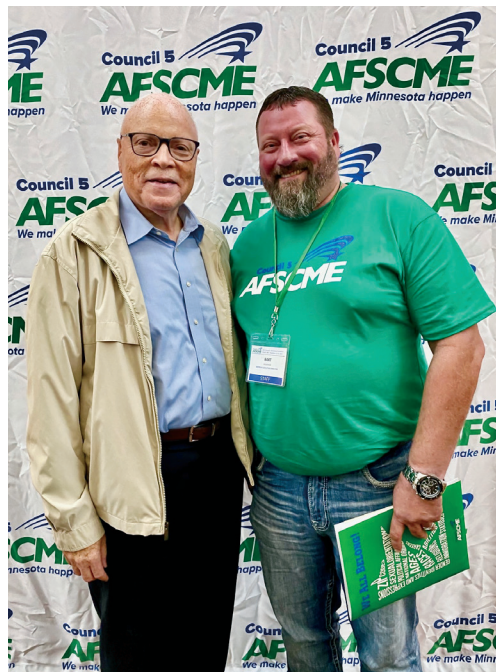
members). He has negotiated countless contracts in state and local government, as well as in the private and nonprofit sectors, and later became the Field Services Director.

This experience equips Bart to drive our Strategic Plan and vision and organizing plans that address the rapidly evolving workplace landscape. Together, we can tackle the challenges we all face by working as one AFSCME team, where everyone is heard and valued.

Leadership for All of Us

AFSCME Council 5 President Eric Hesse emphasized the significance of Andersen's appointment:

"Under Bart Andersen's leadership and collaborative approach to decision-making, his vast experience



within our union, and the significant progress we have made in reaching our goals, his appointment as our Executive Director will ensure that our union is well-positioned to face the opportunities we will encounter with a renewed focus on member engagement, activism, inclusion, advocacy, and true collaboration."



Andersen's Goals

Andersen said:

"As Executive Director, my goal is to ensure our members and staff are empowered to continue our critical work of representing our 43,000 members and by extension our loved ones and neighbors, as we set the standard for other employers across our state. I thank



our staff for their hard work every single day that keeps our union operations running effectively and I appreciate the continued leadership of our members from the Council to the local union level. We all matter and we all have work to do to build our union and position us for the future. I know that we're ready for this work, AFSCME family. Thank you for everything you do for our union and for the excellent public services you deliver every single day!"

Moving Forward

As we move forward, we are excited to embark on this next chapter of our union's journey.

Together, we will continue to advocate for our members, fight for workers' rights, and build a stronger, more inclusive union.

AFSCME Strong Leadership Conference Unites and Inspires Union Leaders

In June, more than 75 local union leaders from AFSCME Council 5 gathered for our AFSCME Strong Leadership Conference. During the two-day conference, leaders revitalized our organizing plans to grow membership and activism across our workplaces and communities. We discussed the importance of being a Volunteer Member Organizer (VMO), effective communication with members, and issues important to our members.

Council 5 History: Engaging session on our union's rich legacy and future.

Moving Forward

We appreciate the dedication of the 75+ leaders who attended, and together, we are ready to take our organizing efforts to the next level. Let's keep the momentum going and make a lasting impact in our workplaces and communities!

Together, we are AFSCME Strong!

Conference Highlights

Organizing: Field Rep Suzanne Kocurek discussed organizing strategies with dashboards and membership lists.

Communications: Max Hall and Diana Holmes introduced new communication strategies.

Member-Led Panels: Hennepin County and Science Museum of MN members shared organizing success stories, along with MnDOT, DHS and Hennepin County.

Workshops: Sessions focused on enhancing organizing skills and overcoming challenges.

Legislative Wins: Celebrated recent victories achieved through member activism.



A large group of people, many wearing green AFSCME shirts, are gathered on a balcony in a grand, ornate building. They are holding signs and banners. A banner on the right reads "Council 5 AFSCME We Make Minnesota Happen".

AFSCME Council 5's Day on the Hill: A Powerful Display of Collective Action

AFSCME Council 5's 2024 Day on the Hill was an incredible success, bringing nearly 500 members, retirees, and allies together for a day of impactful advocacy and unity. From inspiring rallies to engaging discussions, the event highlighted the strength of collective action and our commitment to improving the working conditions for workers all across Minnesota.





A DAY OF ADVOCACY AND CELEBRATION

In April, our AFSCME Council 5 Day on the Hill was packed with activities that showcased our solidarity and drive for change. Here's a recap of our highlights.

Massive Rally for Science Museum of MN Workers

We held a powerful rally in support of the Science Museum of Minnesota workers, standing with them in their fight for a fair first contract and better working conditions.

Huge Capitol Rotunda Rally

The energy in the Capitol Rotunda was electric as nearly 500 attendees came together for a massive rally. Executive Director Bart Andersen, President Eric Hesse, Governor Tim Walz, Secretary of State Steve Simon, State Auditor Julie Blaha, and Senate Majority Leader Erin Murphy joined us to show their support and stand up for workers' rights.

Member Storytelling Panel Discussion

We heard from a powerful panel of members who shared their personal stories and experiences, highlighting the real impacts of our advocacy efforts and the importance of our collective action.

PEOPLE MVP Sign-Ups

We celebrated 37 new PEOPLE MVP sign-ups on DOTH day alone, expanding our base of committed advocates who will support our efforts to advance workers' rights and hold

elected officials accountable.

Smiles, Laughs, and Loud Chants

The day was filled with joy, solidarity, and passion. We chanted, laughed, and made sure our voices were heard as we held elected officials accountable and demanded progress on key issues.

Key Issues Addressed

Our members met with nearly all state lawmakers to discuss critical issues that impact working families, including:

Expanding Unemployment Insurance Benefits for Striking Workers.

We advocated for expanded benefits to support workers during strikes, ensuring that those who fight for fair

conditions receive the economic help they need.

Improving Minnesota's Sick Leave

We pushed for improvements to Minnesota's sick leave laws to ensure paid sick leave for all workers, a crucial step for health and job security.

Investing in our Public Pension System.

We called for necessary reforms to invest and protect our public pension systems, ensuring a secure future for public service workers and expanding access to benefits.

Our members deeply understand that "if you're not at the table, you're on the menu". And we always show up in force!



“Together, we will continue to fight for fair wages, better benefits, and a brighter future for all workers.”

Preventing the Closure of CARE Facilities. We stood united against the proposed shutdown of vital CARE facilities in Carlton, St. Peter, and Willmar, emphasizing the importance of these institutions to our community’s health and well-being.

Celebrating Our Success
Day on the Hill 2024 was a testament to the power of collective action. Our unified presence and strategic advocacy efforts have set the stage for future successes and continued progress:

A Show of Strength: The massive turnout and enthusiastic participation proved that when we come together, we are a formidable force for change.

Ongoing Commitment: The connections made and the issues addressed are just the beginning of our ongoing efforts to improve conditions for workers.

Thank You
Thank you to all the members, retirees, and loved ones who made Day on the Hill 2024 a memorable and impactful event! Your dedication and energy are what make our union strong and effective.

Together, we will continue to fight for fair wages, better benefits, and a brighter future for all workers.

We are AFSCME Strong!

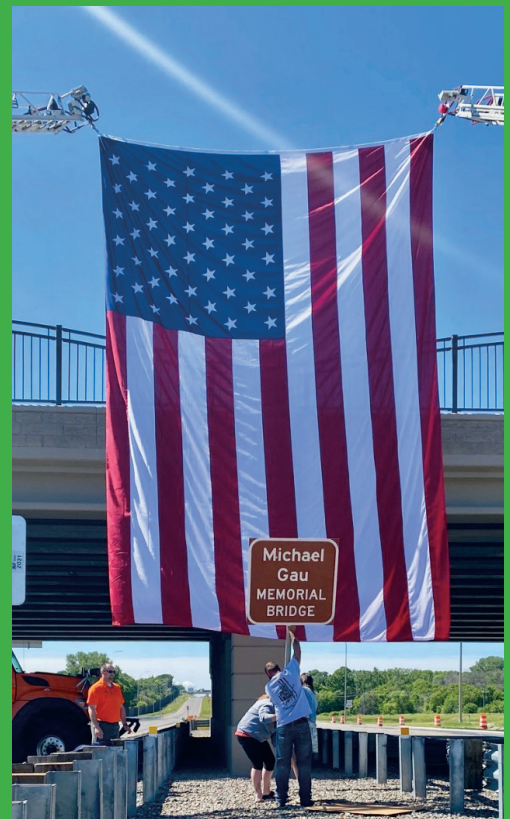
Honoring Michael Gau

Hwy 169/Rockford Rd. Bridge Dedication

In June, Executive Director Bart Andersen joined state and local government leaders and our metro MnDOT union members to dedicate the Hwy 169/Rockford Rd. Bridge to Michael Gau, a dedicated public service worker and AFSCME union member, who tragically lost his life on the job last year.

Bridge Naming
The naming of the Hwy 169/Rockford Rd. Bridge in honor of Michael Gau was passed into law this legislative session. This landmark will forever serve as a reminder of Michael’s contributions and the values he embodied.

A Legacy of Service
His untimely passing is a profound loss, and this bridge dedication stands as a tribute to the enduring impact of dedicated public service workers and the strength of our AFSCME union community.



MAJOR LEGISLATIVE VICTORIES

This legislative session, our union secured several significant victories to enhance and protect our defined-benefit pensions. These achievements demonstrate our ongoing commitment to ensuring a secure and dignified retirement for all our members.

Inclusion of Kitchen Workers in CERP

One of our major wins was successfully adding Kitchen Workers to the Corrections Early Retirement Plan (CERP). This change ensures that these workers are included in the pension system, providing them with greater economic security and benefits.

Sustainable State Funding for Pension Plans

A new state statute was enacted to ensure more sustainable funding for pension plans. This critical legislation provides a more stable financial foundation for our pension system, helping to protect and maintain the benefits our

members rely on.

Increasing PERA Correctional Plan's Benefit Multiplier

We also achieved an increase in the benefit multiplier for the Public Employees Retirement Association (PERA) Correctional Plan from 1.9% to 2.2% - the same as Minnesota State Retirement System (MSRS).

This enhancement means that PERA Correctional Plan members will receive higher pension benefits, reflecting the importance and difficulty of their work.

New Work Group on MSRS Correctional Plan Eligibility

In addition, a newly-established

working group on Minnesota State Retirement System (MSRS) Correctional Plan Eligibility will now include two seats for AFSCME Council 5 member representatives. This allows us to have a direct voice in shaping the eligibility criteria, ensuring that the interests of our members are well-represented and protected.

Expanded Access to Collective Bargaining at the University of Minnesota

Our coalition won expanded access to collective bargaining rights for employees at the University of Minnesota!!



These legislative victories are a testament to our collective power and the relentless efforts of our union to advocate for the rights and benefits of our members. We are committed to continuing this fight and securing more wins in the future!

Power to Exclude Employers from New Employee Orientation (NEO) Meetings

We secured the power to exclude employers from New Employee Orientation (NEO) meetings with their union. This change ensures that our union can communicate freely and effectively with new members about their rights and the benefits of union membership.

Clarification that NEO is Covered Time for the Exclusive Representative Legislation was passed clarifying that NEO meetings are covered time for the exclusive representative agent. This ensures that time

spent meeting with new employees is recognized as official union business. This is a big victory since many employers previously attempted to restrict access to local union leaders to receive paid time to engage in NEO.

Stronger Protections Against Unfair Labor Practices (ULPs)

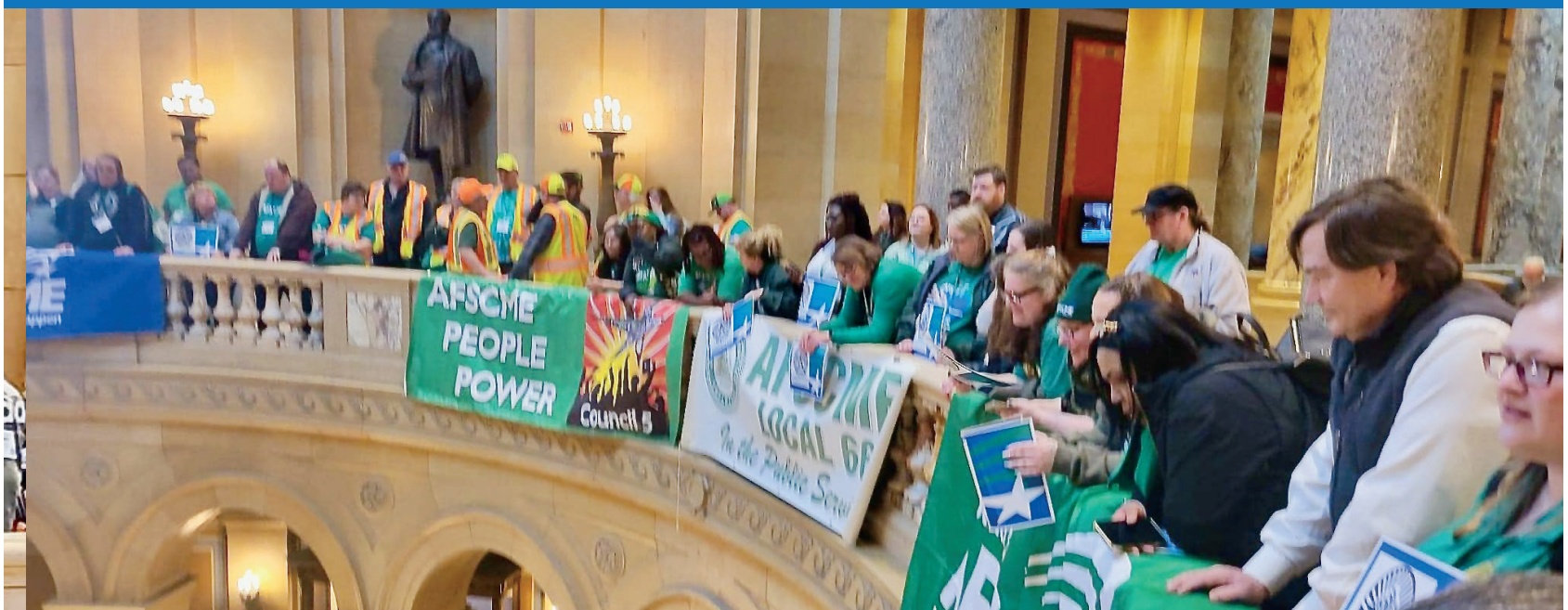
We achieved stronger protections against unfair labor practices by establishing a set timeline for the delivery of requested employer data. This ensures that employers must comply with data requests in a more timely manner, promoting transparency and fairness.

Right to Combine Bargaining Units Without Employer Sign-Off

We were victorious and gained the right to combine bargaining units within the workplace as voted on by the members, without requiring employer approval. This change allows for more flexible and effective representation.

Clarification that Card Check Cannot Be Used to Decertify a Bargaining Unit

We clarified that certain card check procedures cannot be used to decertify a bargaining unit.



AFSCME COUNCIL 5 IN ACTION: 46th AFSCME INTERNATIONAL CONVENTION

At the 46th AFSCME International Union Convention, AFSCME Council 5 members proudly represented our union as delegates and alternates, ensuring our voices were heard loud and clear on the convention floor. Our members played a pivotal role in shaping the future of our union by actively participating in discussions on critical resolutions that will impact workers nationwide. Alongside nearly 4,000 attendees, we took action to build our union. And President Lee Saunders and Secretary-Treasurer Elissa McBride were re-elected!

We were also honored to hear from Governor Tim Walz, who addressed the convention as the Vice Presidential nominee, underscoring

the importance of our work and the influence of labor in the political landscape. Beyond conducting the essential business of our union, our members also seized the opportunity to learn and grow by attending countless workshops, gaining new skills and knowledge that will be brought back to strengthen our workplaces and communities.

This convention was not just a gathering—it was a powerful demonstration of our collective strength, and AFSCME Council 5 members were at the forefront, leading the charge for a better future for all workers.



AFSCME Council 5 at the Minnesota State Fair: Building Connections and Strengthening Solidarity

This year, our AFSCME Council 5 booth at the AFL-CIO Pavilion at the Minnesota State Fair was a vibrant gathering spot for union members and fairgoers alike.



Moving Forward Together

The Minnesota State Fair provided a valuable opportunity for AFSCME Council 5 to connect with our members and the broader community. From casual conversations to in-depth discussions about organizing, our booth was a hub of union solidarity and advocacy.

THANK YOU to all our members and guests who visited us and volunteered at the fair!

Many of our members stopped by to connect, ask questions about their union, or discuss how to start a union in their workplace. It was a powerful reminder of the growing interest in collective bargaining and the important role unions play in ensuring fair treatment and better working conditions.

Visits from Special Guests

Our booth welcomed several key Minnesota leaders who stopped by to say hello and showed their support for the labor movement. We were honored by visits from State Auditor Julie Blaha, Minneapolis Mayor Jacob Frey and Senator Amy Klobuchar. Each guest underscored their commitment to supporting Minnesota's workers and the power of collective action.



WE All Do Better When We ALL DO BETTER and Fight TOGETHER!



UNITED IN SOLIDARITY!

METRO OFFICE
300 Hardman Ave S
South Saint Paul, MN 55075
(651) 450-4990
(800) 652-9791

HERMANTOWN OFFICE
4172 Thunderchief Ln
Hermantown, MN 55811
(651) 450-4990

WEST CENTRAL OFFICE
1350 1st St S
Willmar, MN 56201
(651) 450-4990



Council5@afscmemn.org



afscmemn.org



afscmemn.org



@afscmemn5



@afscmemn5