



State Field Director Crystal Kreklow, State Employee Policy Committee (SEPC) President Joel Hoffman, and your member-led and elected multi-unit master negotiations team have made the following announcement:

AFSCME Council 5 state multi-unit members have voted to ratify the Tentative Agreement with the State of Minnesota by a vote of 53.7-46.3%. This vote is a strong signal that the State of Minnesota must treat state workers better in the next round of bargaining, or we have other pathways at our union's disposal to fight to ensure workers are treated with the dignity and respect they have earned.

This is a member-led union, and every voice matters. We know this Tentative Agreement was not everything we wanted — your elected master negotiations team knows it, and we all know it. But we also know that the State's negotiators came to the table with relentless attempts to gut our health care, push nearly \$300 million in additional costs onto workers' back, freeze our step increases forever, and strip away our hard-fought rights. We listened to our members and the priorities they told us throughout this round of bargaining, while understanding the state budget's limitations: Protect our health insurance and fight for the best possible raises we could get in negotiations.

The frustration we all feel is real, and it must be acknowledged. But the answer is not to turn away or divide ourselves. The answer is to fight like hell right now — together. Stepping back or giving up is not an option if we want to build the power needed to win more gains. The next round of negotiations will be here before we know it, and we will begin preparing NOW to secure the wages, benefits, and respect our workers deserve.

While we have implemented brand new strategies and tactics this bargaining year to engage and include more members than ever before, increase our visibility and put more pressure on the employer, we will be debriefing this round of negotiations and listening to our members as to what will inspire more activism and participation across our workplaces.

Our MAPE union siblings have also voted to ratify their Tentative Agreement. We are deeply committed to strengthening our partnership and solidarity with MAPE and our other state employee labor partners. Together, workers across Minnesota are showing our collective power and we are laying a unified foundation for the battles to come.

Our fight for the future begins today. There is a seat at the table here for you to join us in this fight.

Thank you!

Connect with AFSCME Council 5:



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