

**American Federation of State, County and Municipal Employees**  
*One strong united voice for Minnesota workers*

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February 11 2026

MEMORANDUM

TO: State Local Union Presidents

FROM: Joel Hoffman, President  
State Employees Policy Committee

Crystal Kreklow, State Field Director  
AFSCME Council 5, AFL-CIO

SUBJECT: **SEPC SPRING CONFERENCE & ELECTIONS– FRIDAY, APRIL 17, 2026**

**In accordance with the provisions of the AFSCME Council 5 State Employees Policy Committee Constitution, the SEPC will hold its Spring Meeting on Friday, April 17, 2026. Please note that nominations and elections for SEPC Chair Officers and Department Policy Committees will take place on this day.**

The meeting will be held at the **St. Cloud Rivers Edge Convention Center** located at 10 4<sup>th</sup> Avenue S, St. Cloud; A block of rooms for AFSCME is reserved at two hotels: the **Courtyard by Marriott, St. Cloud**, 404 West St. Germain Street, St. Cloud, at the rate of \$144-154, plus tax and the **Kelly Inn**, 100 – 4<sup>th</sup> Avenue South, St. Cloud at the rate of \$110, plus tax. Room charges may **not** be direct-billed to the Council. **The deadline for reservations within the AFSCME block at the Courtyard by Marriott is Friday, March 27, 2026, and the deadline for reservations within AFSCME block at the Kelly Inn is Monday, March 16, 2026. If your participants are in need of reservations, be sure to contact the hotel by the deadline, and indicate you are with the AFSCME Conference. There is the option of reserving a room online via the link below:**

**[Courtyard by Marriott](#), St. Cloud for **\$144—\$154** per night. AFSCME Room Block **check-in Thurs, 4/16. LAST DAY TO BOOK** with GROUP RATE: **FRIDAY, 3/27!****

**Kelly Inn link:** Online booking [URL:https://www.bestwestern.com/en\\_US/book/hotel-rooms.24113.html?groupId=R58UR8X9](https://www.bestwestern.com/en_US/book/hotel-rooms.24113.html?groupId=R58UR8X9); **Last day to book is MONDAY, March 16, 2026.**

**Locals will be charged \$40 per registered delegate, alternate and guest – meaning locals will be charged \$40 times the number of members they register on their credential forms – NOT \$40 for the total number of delegates they are entitled to send. This fee is to fund meeting costs – coffee/lunch/materials/and other costs. The local will be billed shortly after the Conference; please **DO NOT** send payment with registration form.**

-OVER-

If an alternate attends the conference due to an upgrade for a registered delegate that can no longer attend, there will not be an additional registration fee charged back to the local. However, if the local sends alternates to attend the conference as alternates, locals will be charged the registration fee.

This will be a day-long event, with registration starting at 8:00 AM and with the conference ending tentatively around 4:00 PM. A tentative agenda will be posted on the Council 5 website soon.

Credentials of your delegates should be returned to Council 5 as soon as possible following election of your local's delegates (and **no later than March 30, 2026**). See the enclosed sheet for your individual local's membership/voting strength/delegate numbers.

Locals and/or Department Policy Committees desiring to submit resolutions to the Conference must do so in advance, by submitting such to President Joel Hoffman in care of the AFSCME Council 5 Office (300 Hardman Avenue South, So. St. Paul, MN 55075) **no later March 17, 2026**.

If a member attending the meeting is in need of reasonable accommodation (i.e., interpreter), contact [Credentials@afscmemn.org](mailto:Credentials@afscmemn.org) no later than March 1, 2026, in order to ensure appropriate arrangements can be made. In addition, no child care will be provided.

Lunch will be provided; if any members have dietary restrictions, please have them contact [Credentials@afscmemn.org](mailto:Credentials@afscmemn.org) **no later than April 6, 2026**. Requests made after this deadline will not be met.

If you have questions or need additional information, please contact [Credentials@afscmemn.org](mailto:Credentials@afscmemn.org) or the Member Action Center at 651-450-4990.

JH/CK/ds

cc: SEPC Executive Board Members  
Council 5 Staff

Enclosures: Delegate Strength  
Credentials Form  
Voting Strength  
Business Reply Envelope





**SEPC - AFSCME MN COUNCIL 5  
MEMBERSHIP/VOTING STRENGTH/DELEGATES  
APRIL 2026**

LOCAL	MBR/VOTES	DELEGATES
19	12	1
22	81	4
106	76	4
221	636	26
280	53	3
390	220	9
404	800	32
438	63	3
586	47	2
588	68	3
592	74	3
599	257	11
600	306	13
602	72	3
604	116	5
605	52	3
607	431	18
DHS	362	15
ED	69	3
608	102	5
637	73	3
638	225	9
695	122	5
701	167	7
718	169	7
735	166	7
DHS	105	5
VETS	61	3
744	419	17
753	127	6
761	41	2
789	44	2
868	112	5

LOCAL	MBR/VOTES	DELEGATES
915	221	9
945	98	4
965	28	2
1013	98	4
1092	338	14
1307	259	11
1349	63	3
1426	87	4
1465	119	5
1539	219	9
1574	126	6
1623	97	4
1692	23	1
1929	95	4
1949	94	4
1988	143	6
2181	210	9
2225	55	3
2385	51	3
2672	69	3
2728	257	11
2829	511	21
3139	147	6
3142	383	16
3159	35	2
3607	344	14
3688	368	15
3802	75	3
3887	305	13
3998	57	3
4001	748	30
<b>TOTALS</b>	<b>10854</b>	<b>460</b>



## **April 17, 2026 SEPC Conference Department Policy Committee Meeting & Election Procedures**

Items Contained in Packet for Each Policy Committee

1. Introduction to SEPC
2. Staff Assignments
3. Delegate Strengths by local
4. Current Department Policy Committee Roster
5. AFSCME International Rules on Majority Vote and Run-Off Elections
6. Ballot Name Form
7. Officer Information Form

Any credential questions can be directed to Support Staff.

### **Calling the Meeting to Order**

The chair of the department policy committee will call the meeting to order. They will then turn over the gavel to the lead staff. The department policy committees have been made aware that there is not time to have their executive boards meet inside the conference.

Each caucus space will have a flip chart and marker pack.

### **Department Policy Committee Elections**

These meetings are for the purpose of nominations only. This is a departure from procedure in previous years. The changes are aligned with the constitution of the SEPC.

The DHS, MnState, Corrections, Highway Employees, Veterans Affairs, DNR, and General policy committees all elect more than a chair and have functional executive boards. The single local policy committees largely elect a chair only to be their representative on the SEPC executive board. Please refer to the department policy committee scripts.

Staff will need to ask for (2) volunteers who do not intend to run for a position to serve as the tellers committee. These tellers will help count ballots in the voting room, **Plaza 3**, after the voting takes place. It should be made clear that they will miss some of the plenary session if they wish to serve in this capacity. They will need to report to **Plaza 3** at 1:00 pm.

Per the SEPC Constitution, the chair for each department policy committee is also a representative to the SEPC executive board from that agency. Each binder has the

current roster. There are some department policy committees that have not had elections in a few years. That is okay. If they would like to do them at this conference, they should be conducted according to the election procedure.

Per the SEPC Constitution, department policy committees will elect the following:

- President
- Vice-President
- Secretary
- Treasurer (where a treasury exists)
- 4 Executive Board Seats
- SEPC seats for each full 1,000 members in excess of 175 (175 is the number that means that a department policy committee needs to be established. If there are 1,176 members, then another SEPC board seat for that agency is established and elected)

If only one person is nominated and/or accepts the nomination for the seat that they are running for, they shall be declared the winner by unanimous ballot, per the International Election Code. Please have these people fill out the information forms that you are provided and return the form to Support Staff

If an election is caused, each candidate running for each position shall have up to one minute to speak to the delegation. Once nominations are completed, please have each candidate fill out the candidate information form. This form should be returned to Lisa McGrath.

**AFSCME COUNCIL 5, AFL-CIO**  
**BARGAINING STRUCTURE FOR UNITS 2, 3, 4, 6 AND 7**  
**2027-2029 NEGOTIATIONS**  
**STATE OF MINNESOTA**

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- 1) The **NEGOTIATIONS ASSEMBLY** shall be composed of delegates from local unions to be elected by the locals on the following basis:

From each bargaining unit under the jurisdiction of a local, the local is entitled to one (1) delegate for each fifty (50) members, or major fraction thereof (i.e., 1-74 = 1 delegate; 75-124 = 2 delegates, etc.). Delegates must be members of the bargaining unit they are to represent and are to be elected by local members from the same bargaining unit. Delegates shall be elected by December 6, 2026.

The Assembly shall convene on (TBD). The Assembly will meet again on (TBD)

A registration fee shall be charged for all Assemblies sufficient to cover the costs of any mechanism to successfully host the Assembly.

- 2) Representation for the Negotiations Assembly will be determined by the total number of members in the Council 5 database as of May 2026. The database includes all employees for whom a payroll deduction was taken, plus all employees on a leave of absence, a layoff or a contested disciplinary action.
- 3) There shall be a single **MASTER COMMITTEE** for all five non-essential bargaining units. It shall be composed of members elected from the delegates from each bargaining unit on the following basis:

One (1) Master Committee member for each 1000 members, or major fraction thereof. (i.e., 1 - 1499 = 1 member; 1500 - 2499 = 2 members, etc.) However, no Unit shall have less than three (3) Master Committee members.

- 4) One Chair Officer of the State Employee Policy Committee shall be a member of the Master Committee – the President, and the Vice President shall be the designated alternate in the absence of the President.
- 5) Elections to the Master Committee shall be by a majority vote of the delegates from that bargaining unit. Each delegate may cast one vote. Each Unit shall also elect a chair for their committee. The chair position may be filled by direct election by the unit caucus prior to the election of the other committee members, by election by the unit caucus from among those elected to be committee members, or by vote of the committee members only. Elections will take place on \_\_\_\_\_ TBD \_\_\_\_\_.

6) The Master Committee will be composed as follows **(TBD with the May 2026 numbers)**:

**Unit 2-Craft**: Minimum Three (3)-Master Committee members, no more than one (1) of whom can be from the same department, unless the unit is unable to fill its delegation.

**Unit 3-Service**: Minimum Three (3) Master Committee members, no more than one (1) of whom can be from the same department, unless the unit is unable to fill its delegation.

**Unit 4-Health Care**: Minimum Three (3) Master Committee members, no more than two (2) of whom can be from the same department, unless the unit is unable to fill its delegation.

**Unit 6-Office and Clerical**: Minimum Three (3) Master Committee members, no more than two (2) of whom can be from the same department, unless the unit is unable to fill its delegation.

**Unit 7-Technical**: Minimum Three (3) Master Committee members, no more than two (2) of whom can be from the same department, unless the unit is unable to fill its delegation.

The Council shall pay lost-time and expenses for all members of the Master Committee. Payment begins at the first meeting of the Master Committee. Master Committee members from the 2027-2029 negotiations team are not on Council lost time and expenses for the January Negotiations Assembly meetings.

- 7) Each bargaining unit should elect ranked alternates for the Master Committee; Master Committee members to determine when an alternate can fill a vacancy on the Master Committee.
- 8) Proposals must be submitted by September 1, 2026. Proposals submitted after this date may not be accepted. Proposals shall be submitted through the respective locals and must be adopted by a majority vote at a local union meeting. Each proposal shall have an explanation or rationale. **Proposals which are submitted without such explanation, or without local approval, will not be submitted to the Negotiations Assembly. Additionally, proposals that are not legal will be routed back to the respective local(s).**

Proposals that are intended to resolve the specific problem of one department or agency should be submitted as supplemental proposals (for example, most hours of work or overtime distribution problems). Proposals that are intended to resolve problems specific to a single bargaining unit should be flagged as a unit specific issue (for example, the proposal comes from only one bargaining unit in your local to solve problems specific to that bargaining unit).

- 9) Delegates shall receive proposals at least one week in advance of the first Negotiations Assembly. Delegates shall receive a copy of the recommended consensus proposal at least one week prior to the March Assembly meeting.
- 10) Negotiations Assembly: The Negotiations Assembly approves the contract proposals as developed by the Master Committee and the Bargaining Unit Caucus. It will approve a Statement of Bargaining Priorities at its March meeting. The Assembly also approves final contract language for membership ratification or recommends rejection of the tentative agreement or final employer offer.

**Bargaining Unit Caucus:** The Unit Caucuses elect Master Committee members, develop unit proposals, and reconvene, when necessary, as determined by the Unit Master Committee members, for advice and counsel. The January Unit Caucus shall also adopt a list of bargaining priorities for their Unit.

**Master Committee:** The Master Committee shall develop a consensus recommendation and a proposed Statement of Bargaining Priorities for presentation to the March Assembly, and then negotiate with the State of Minnesota. The Committee has the power to alter, modify, change, or concede on all issues to obtain the best possible Agreement, and reach a tentative agreement, or declare that the Team has reached an impasse. The Master Committee shall have the power to refer specific issues to Department Supplemental Committees or to Unit Committees.

Voting on the Master Committee shall be one vote for each bargaining unit master committee member present. The State Employee Policy Committee Chair Officers have a voice but no vote on the Master Committee.

**Executive Board:** The Executive Board of the State Employee Policy Committee shall establish ground rules for bargaining and ratification. The Board has the specific power to call a strike, following a strike authorization vote, and to order a return to work from a strike.

The 'wage package' is to be determined by the Master Committee.

## 11) **Inequity Proposals**

Definition of Inequity—an instance of injustice or unfairness. For our purposes this means a different wage scale for the same classification within and/or outside of the public employer.

Inequity proposals must be accompanied by their justification and/or rationale, or they will not move forward in negotiations.

Locals submitting inequity proposals shall also identify member/s that can speak to the issue/s presented in the inequity proposal. The Master committee may request a member to come to negotiations when the inequity proposal is presented to the employer.

## 12) **Departmental Supplemental Committees:**

The Council will pay lost-time for the following number of members of supplemental committees. Policy Committees and local unions may establish larger committees but are responsible for lost-time for the extra members. Policy Committees/Local Unions shall be responsible for expenses for Supplemental Committees.

5 Members: DOT, DHS, DNR, CORR, MnState, Vets

3 Members: All Other Agencies

1 Member: Individual local unions in multi-local policy committees, e.g., a DHS, Corrections, MnState local.

The Master Committee may appoint a Master Committee member to each Supplemental Committee. All Supplemental Committees serve at the discretion of the Master Committee, and all tentative agreements must be approved by the Master Committee.

Multi-local (DOT, DHS, CORR, DNR, MnState, Vets) Supplemental Committees shall be elected at the **(TBD)** Assembly by the delegates from the appropriate Local/Policy Committee.

All other Supplemental Committees shall be elected at a regular or special local meeting by December 6, 2026.

Single local supplemental proposals shall be adopted by local unions by October 1, 2026 DOT, DHS, CORR, DNR, Vets, MnState supplemental proposals shall be adopted on **(TBD)** at the conclusion of the Master Assembly.

- 13) The full Master Committee will convene on **(DATE TBD)** to review Unit actions on all issues. The Master Committee shall also adopt a Statement of Bargaining Priorities.
- 14) At the Negotiations Assembly held to review a tentative agreement or request a strike vote, all delegates shall receive a copy of all changed language, copies of all Negotiator's Reports, a detailed summary of all changes, and if a tentative agreement has not been reached, a detailed summary of all items in dispute.
- 15) A ratification vote or strike vote shall not begin sooner than 7 days after the final Assembly. The Executive Board shall approve the specifics of the ratification procedure, including mail ballot voting. This procedure shall ensure that ratification times and specific polling locations take into consideration the hours of work of all members in the geographical area.
- 16) There shall be a single ratification vote and single ballot for Units 2, 3, 4, 6 & 7.

Amended at 4/15/2022 SEPC Spring Conference  
Amended at 4/17/2026 SEPC Spring Conference

