



ANNUAL REPORT 2026

OUR UNION OUR FUTURE

Building What's Next, Together



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.

AFSCME Council 5 Executive Board 2024-2026

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Vice-President: **Latonya Reeves**, Local 552

Secretary: **Louis McNutt**, Local 221

Treasurer: **Kathy Vake**, Local 66

EXECUTIVE DIRECTOR

Bart Andersen

EXECUTIVE BOARD

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Tabitha Mitchell, Local 1842



A Message from Executive Director **BART ANDERSEN**

United for What Comes Next

Our country is divided by political affiliation, background, and so much more. But our union will be and **must always be a welcoming place for everyone with the same goal and mission of improving the standard of living for workers, our neighbors, and the people we serve.**

I know that is you, AFSCME family. **We cannot be divided; we must be united.**

AFSCME Council 5 is **your union at work**. Without strong unions in every workplace, employers, politicians, and corporations will take advantage of us. **But we won't let them, we will fight back!**

As you read the stories in this report, I hope you see what is possible when members get involved. Keep showing up, keep speaking out, and invite others to join you.

Our union is strong because of you, and together, we will build our future.

In solidarity,

Bart Andersen



*"We cannot be divided;
we must be united."*



Our Union Brings Us Together

Strong unions are built one conversation, one co-worker, and one new member at a time.

Every Conversation Matters

Throughout the year, staff, local leaders, and members met with workers where they work and serve their communities. Whether through meet and greets, office hours, worksite visits, or local events, these conversations welcomed new members, answered questions, strengthened relationships, and reminded workers that they are never alone.

One of the biggest local union events of the year took place at the **Minneapolis Veterans' Home**, where **AFSCME Local 744** members gathered to celebrate their union and connect with co-workers. Dozens of workers chose to become new AFSCME union members and signed up for AFSCME PEOPLE, strengthening our voice for the future.



AFSCME Local 2181 members and their families gathered at **Como Zoo** for a day of fun, connection, and solidarity! Events like these strengthen relationships, welcome families into our union community, and remind us that the bonds we build outside of work make us stronger together.

We're also proud of the AFSCME members at Como Zoo



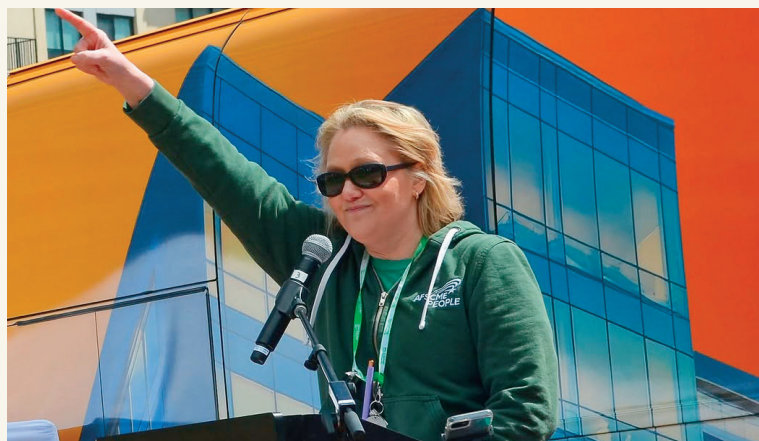
who help create memorable experiences for visitors while providing exceptional care for the animals every day.

Celebrating Working People

May Day has long been an opportunity for workers to come together in celebration of solidarity, public service, and the contributions working people make to our communities every day. For years, **Hennepin County AFSCME locals** have proudly carried on that tradition, bringing members together to celebrate the labor movement and stand up for workers' rights.

This year, members all across Council 5 from **AFSCME Locals 34, 552, 1719, 2474, 2822, 2864, 2938** and others gathered alongside fellow union members, labor partners, and community allies to celebrate working people and the strength of the labor movement. During the rally, members came together to celebrate our shared purpose, build relationships, and stand in solidarity with one another.

Jessica Tangen of **Local 2474** spoke about the importance of securing funding for **HCMC**, reminding everyone that protecting public healthcare means



Everyone remembers the first time they felt like they belonged.

Our Future Starts Now

Members invested in themselves and each other, sharpening the skills that make us stronger every day.

protecting the communities who depend on it.

May Day reminds us that our **union is strongest when members come together** to celebrate our shared purpose, build relationships, and stand in solidarity with one another.

Different Agencies. Shared Purpose. One Union.

The **State Employee Policy Conference (SEPC)** brings together members from **all state agencies' policy committees** to strengthen their union, share ideas, and shape the future of state employees. While each committee focuses on the unique issues facing its members, the conference provides an opportunity to come together as one statewide union to learn from one another, exchange ideas, and strengthen relationships across agencies. This year's conference in St. Cloud focused on preparing members for the work ahead. Members received legislative updates, met in their individual policy committees, and conducted the democratic business of SEPC nominations, elections, and resolutions. Delegates also discussed and approved recommendations for the state's bargaining structure, helping ensure every state member has a voice in the negotiations process.

Preparing for the Future

Strong contracts begin long before bargaining starts. Throughout the year, the **State Contract Action Team (CAT)** has connected with state employees across Minnesota, co-hosted town halls with our labor partner **MAPE**, shared information, listened to members, and invited co-workers to help shape the priorities for the next state contract.

The work continues today. Members are submitting contract proposals, identifying bargaining priorities, and preparing for the **2027 negotiations**. Together, they are laying the foundation to defend affordable health insurance, fight for fair pay, protect strong benefits, and ensure every state employee is treated with dignity and respect.

Every proposal submitted, every question asked, and every member who gets involved strengthens our



collective voice at the bargaining table.

Growing Leaders Together

More than 100 local union leaders from across AFSCME Council 5 came together at the annual **Leadership Conference** to strengthen their skills, build lasting relationships, and share ideas that grow stronger local unions. Through workshops, discussion, and conversations with fellow leaders, participants gained new tools to organize, solve problems, and inspire member activism in their workplaces and communities.

Leadership is about more than holding a title. It is about learning, listening, and helping others succeed. Every new idea shared, every relationship built, and every lesson brought back to local union helps strengthen our collective voice and prepares the next generation of leaders to carry our union forward.



Building Better Workplaces

Our members negotiate contracts that improve working lives.

We bargain because wages matter. But so do safety, dignity, time with our families, job security, fairness, benefits and having a voice in the decisions that affect our working lives.

Across Council 5, members came together at the bargaining table this year to improve their workplaces in ways that reflect what matters most to them. Some negotiated their first union contracts. Others protected hard-won benefits, strengthened existing agreements or pushed for new protections as their workplaces changed.

Every contract is different because every workplace is different. But they all begin in the same place: workers joining together to make things better.

A FIRST CONTRACT BUILDS A FOUNDATION

Members at **Southern Minnesota Regional Legal Services** unanimously approved their first three-year union contract, **establishing a foundation of rights and protections they can continue building on in the years ahead.**

The agreement establishes clear progressive discipline and grievance procedures, a labor-management committee, layoff and recall protections, credit for prior relevant employment and protections for five job classifications. Members also won a \$3,000 annual bilingual bonus, five days of paid bereavement/compassionate leave and reimbursement for childcare costs when employees are required to attend overnight work-related events.

WHEN MEMBERS STAND TOGETHER

Sometimes progress at the bargaining table requires members to show just how strongly they're willing to stand behind their priorities.

After months of negotiations, **Local 517 members** rejected the County's contract offer and voted to authorize a strike. More than 800 represented workers mobilized around the fight for a fair agreement, collecting nearly 2,000 petition signatures and bringing their message directly to the **Washington County Board.**

After mediation, members reached a three-year agreement that included wage increases and range movement,



bilingual pay, expanded union representation language, improvements to new employee orientation and other gains.

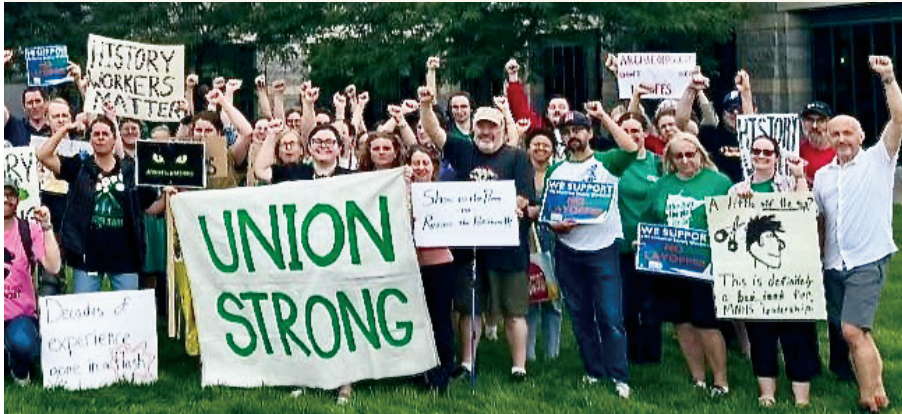
- ✓ Clear discipline and grievance rights
- ✓ Job and layoff protections
- ✓ \$3,000 annual bilingual bonus
- ✓ Paid bereavement/compassionate leave
- ✓ Childcare reimbursement for required overnight work events

Nearly
2,000
petition signatures in support of a fair contract.



Benjamin Henry, Senior Eligibility Specialist
President, AFSCME Local 517

Different workplaces. Different priorities.



Local 3173 Members with Bart Andersen

BUILDING ON WHAT MEMBERS STARTED

A first contract establishes the foundation. The contracts that follow give members opportunities to build on it.

In their second agreement, **Local 3173 Minnesota Historical Society** members strengthened their contract with annual step increases, improved vacation accrual, additional paid steward time, stronger seniority and layoff protections, and a new committee giving labor a seat at the table as the employer develops policies and procedures around artificial intelligence.

The negotiations also marked another kind of progress: **newer union leaders stepped forward to help lead the bargaining team.**



MORE WAYS MEMBERS WON

SAFER WORKPLACES

Local 999 — Agate Housing

- ✓ New severe-weather hazard pay and safety language
- ✓ Improved overnight and caseload differentials
- ✓ Stronger discipline and grievance protections
- ✓ Wage parity if nonunion employees receive a higher percentage increase

REWARDING EXPERIENCE

Local 1854 — St. Paul Public Housing

- ✓ New longevity pay
- ✓ Improved on-call compensation
- ✓ Increased vacation carryover
- ✓ Increased employer health-care contributions

PROTECTING WHAT MEMBERS HAVE WON

Local 3884 City of Prior Lake

When the employer proposed decreasing time-off accruals, **members held the line.** The union stopped the takebacks while **moving the City's initial wage offer from 2% to 3.5%** in both 2026 and 2027, along with new and increased health-related contributions.

THE UNION DIFFERENCE

Local 9 Environmental Educators/Naturalists

Newly organized Environmental Educators/Naturalists joined the Local 9 Clerical and Technical Unit under the Minneapolis Park and Recreation Board contract—and **secured an average wage increase of approximately \$7.**

\$7
average wage increase

One shared purpose: giving workers a voice and building better workplaces.

Our Union Stands Up

When workers speak, leaders listen.

Throughout the year, AFSCME Council 5 members spoke up for strong public services, fair workplaces, and the communities they serve. Whether testifying before lawmakers, speaking at press conferences, organizing petitions, or sharing their stories with the media, members demonstrated that solidarity is more than a principle. It is the strength that turns challenges into victories.

Protecting HCMC. Protecting Public Health. Protecting Our Community.

When the future of **Hennepin County Medical Center** was placed in jeopardy, the stakes reached far beyond one hospital. **More than 3,000 AFSCME members** provide lifesaving care every day, while hundreds of thousands of patients and families across Minnesota and the Upper Midwest depended on HCMC for trauma care, emergency services, and specialized medical treatment. Without legislative action,



HCMC faced the very real possibility of closing its doors. The fight to protect HCMC was about safeguarding a vital public resource and ensuring every person could continue to receive the care they needed.

Frontline healthcare workers refused to stand by

Frontline healthcare workers represented by AFSCME **Locals 2474** and **977** joined with AFSCME Council 5 Executive Director **Bart Andersen**, **labor partners**, community organizations, patients, hospital leadership, county commissioners, and elected officials to build public support to keep HCMC open. Together, they organized, shared their stories, advocated at the Capitol, participated in rallies and press conferences, and met directly with lawmakers. Through it all, they continued to care for patients every single day, demonstrating an unwavering commitment to both their profession and their

community.

Among those who stepped forward was **Jessica Tangen**, a lactation consultant and member of **Local 2474**.

Week after week, she joined fellow members at the Capitol to remind lawmakers that every

delay placed patient care at risk. Her testimony reflected the voices of thousands of frontline healthcare workers who understood that protecting HCMC meant protecting a lifeline for patients and families across Minnesota.

Their determination helped make the difference.

State leaders reached a bipartisan agreement to secure the funding needed to stabilize HCMC for the next five years, protecting healthcare access for families, seniors, children, and some of Minnesota's most vulnerable residents. The victory was celebrated by frontline workers from AFSCME **Locals 2474** and **977**, **AFSCME Council 5**, the **Minnesota Nurses Association**, **community partners**, **hospital leadership**, **county commissioners**, **elected officials**, and **patients** whose voices helped build the momentum to protect HCMC. It was a victory not only for union members, but for every community that depends on Minnesota's largest public hospital.

The work continues

While the agreement secured HCMC's immediate future, members know the work continues. Together, they remain committed to securing long-term, sustainable funding, so HCMC can continue serving patients for generations to come.



Jess Tangen
986 Hennepin County Medical Center, AFSCME Local 2474
nepin County sales tax modifications; providing ballpark authority grants for improvements

When our communities needed us, we showed up.

For more than 12 years, **Jessica Tangen** has helped families welcome new life into the world as a lactation consultant at HCMC.

During the campaign to protect HCMC, she carried the voices of thousands of frontline healthcare workers to the Capitol, reminding lawmakers that protecting the hospital meant protecting the patients and communities who depend on it every day.



For **Jessica Tangen, Sara Franck, Kitsune Tara**, and thousands of **frontline healthcare workers**, this campaign was never simply about protecting jobs. It was about protecting patients, families, and communities who depend on HCMC every day.

Their leadership inspired co-workers to speak up, take action, and stand together in defense of one of Minnesota's most important public institutions. **Their voices reminded us that public service is more than a profession. It is a promise.**

Because we stood together...

- ✓ More than 3,000 members will continue serving patients while advocating for change.
- ✓ Labor and community allies united around a common purpose.
- ✓ A bipartisan agreement stabilized healthcare and protected access to essential healthcare.
- ✓ Countless families will continue to receive care from Minnesota's largest public hospital.

"I am so proud of our union members, our allies, and our patients who focused on this fight to save Minnesota's largest public safety net hospital."

-- **Kitsune Tara**
President, Local 977

"Our fight to save HCMC was about protecting a lifeline for our patients, regardless of their income, insurance status, zip code or background."

-- **Sara Franck**
President, Local 2474

"I've been showing up, testifying, and meeting with the people who make these decisions, knowing that our jobs and the community are on the line."

-- **Jessica Tangen**
AFSCME Local 2474

"Workers' activism, courage, and unwavering commitment to our communities made this bipartisan agreement possible. And we appreciate the work of our members and staff in getting this deal done."

-- **Bart Andersen**
Executive Director, AFSCME Council 5





Standing Up for Public Services in Dakota County

When proposed budget cuts are threatening county services and putting more pressure on workers, members of AFSCME **Locals 306, 450, and 693** came together to make their voices heard. They packed the room at the Dakota County Budget Open House standing alongside commissioner allies, labor partners, community members, and local businesses to advocate for the public services residents depend on every day.

Their presence sent a powerful message: protecting county workers means protecting the services that strengthen our communities. By standing together, **members demonstrated that strong public services begin with supporting the dedicated workers who provide them.**

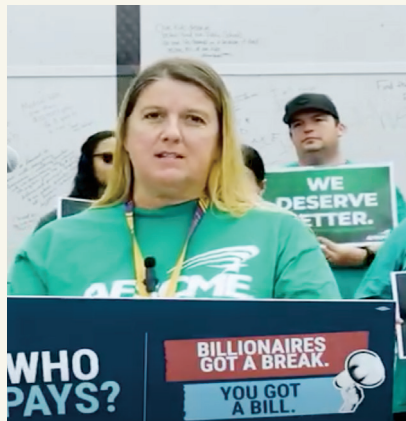
**Every Voice Matters.
Every Voice Makes a Difference.**

Members of AFSCME **Local 638, Minnesota State University-Mankato** and AFSCME **Local 404, St. Peter Security Hospital**, came together for the *We Make Minnesota* Labor Allies Roundtable and press conference, calling for investments in public services and working families.

AFSCME **Local 638 President Cindy Friesen** shared the real-world impact that underfunding, outsourcing, and privatization have on workers and the communities they serve. Her message reflected the experiences of AFSCME members across Minnesota and reinforced the importance of dedicated public service workers who keep Minnesota strong.

Keeping Our Promises

After negotiating wage increases in their contract, AFSCME **Local 3688, Judicial Branch** members took action to ensure those commitments were fully funded. Through a member-led campaign, they called on decision makers to honor the agreement and provide the resources needed to deliver the wages that had been negotiated.



Their efforts demonstrated that winning a contract is only part of the journey. Protecting those victories requires members who are willing to stay engaged, speak up, and stand together. By raising their voices, **Local 3688 members** reaffirmed that negotiated agreements must be backed by action and that **strong public services depend on investing in the people who provide them.**

Protecting Good Jobs

When AFSCME **Local 2385 Southwest Minnesota State University** faced proposed layoffs, AFSCME members organized quickly to protect jobs and the essential services students rely on every day. By standing together and advocating for their co-workers and campus community, members demonstrated that strong unions help strengthen strong institutions. **Their solidarity helped protect both workers and the educational mission they proudly serve.**

Protecting Jobs at the Minnesota Department of Health

When AFSCME **Local 2829 State Amalgamated** members learned that union jobs at the **Minnesota Department of Health** were being replaced with temporary workers and private contract work, they took action. Members organized, prepared for an informational picket, and stood together with labor allies to defend public jobs and the services Minnesotans rely on.

Their solidarity made a difference. Just one day after the picket was announced, the employer agreed to post the positions as union-represented jobs in accordance with the contract. The planned picket was no longer needed because members had already achieved their goal.

This victory demonstrated the power of standing together. It protected union jobs, strengthened public services, and showed that when members act collectively, they can make a real difference.

Solidarity in Action

- ✓ One member speaks up.
- ✓ Another brings a co-worker.
- ✓ Others show up and take action.
- ✓ Together, we build power.

Every time a member shares their story, stands before a microphone, or speaks up for their co-workers and communities, they help ensure the voices of working people remain at the center of the conversation.

Our Strength Is Our Solidarity

Union strength isn't something someone else creates for us. It's what happens when each of us does our part.

Leadership Beyond the Meeting Room

While attending AFSCME **Council 5's Leadership Conference** in **Rochester**, more than 100 **leaders and members** stepped outside the conference room and into the streets to stand in solidarity with **UNITE HERE! Local 17 workers** at the **Kahler Grand Hotel**, where the conference was being held. Together, they marched in support of hotel workers fighting for the right to organize free from union busting.

The walk served as a powerful reminder that solidarity doesn't end at our own workplaces. Whether advocating for our members or standing beside fellow workers, we are stronger when we stand together.

Showing Up for One Another

Members of AFSCME **Local 2822's Member Action Team** joined AFSCME **Local 34** at a Hennepin County Commissioners meeting to support workers' rights across the country. By standing together in support of fellow union members, they demonstrated that **solidarity is more than a value; it is a commitment to showing up, speaking up, and standing together whenever working people need one another.**



Looking Out for One Another

At **District 6's MnDOT Workers Memorial Day**, members gathered to honor co-workers and all workers whose lives were lost on the job. The ceremony served as a solemn reminder that **behind every workplace safety policy is a shared commitment to protecting one another and ensuring every worker returns home safely.**

For AFSCME members, workplace safety is more than a

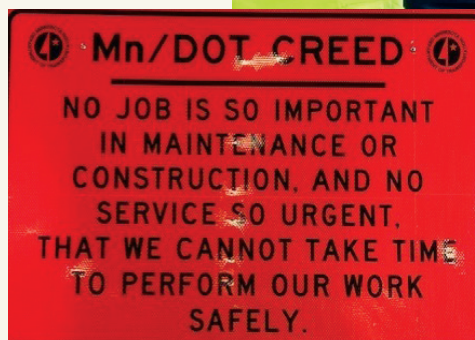


contract issue: it is a promise we make to each other every day. Through advocacy, training, and a culture of looking out for one another, members continue working together to build safer workplaces and honor those whose lives remind us why that commitment matters.

A Pension Victory

After decades of advocacy, **county probation officers** achieved a long-sought improvement to their retirement benefits: earlier retirement in recognition of the demanding work they perform every day. The new law acknowledges the unique responsibilities of probation officers and the critical role they play in keeping Minnesota's communities safe.

This achievement reflects years of persistence by members, local leaders, and legislative advocates who never gave up on an important priority. Their success demonstrates that **meaningful change often takes time, but when members stand together, they can achieve lasting victories for future generations.**



Taking Our Voices to the Capitol

When Members Speak, Policy Moves

A Seat at the Table

AFSCME members know their work, their workplaces and the communities they serve.

That's why members across Council 5 bring their firsthand experience directly to lawmakers — through Lobby Days, committee hearings, legislative testimony and one-on-one conversations at the Capitol.

From **corrections** and **higher education** to **healthcare, transportation, direct care, counties, cities and natural resources**, members are speaking up about the policies and investments that directly affect their work.

When workers have a seat at the table, public services are stronger because the people who know the work best help shape their future.

Members Know the Work. Lawmakers Need to Hear From Them.

Council 5 is expanding **sector-specific lobbying**, connecting members directly with the lawmakers and legislative committees that make decisions about their jobs, workplaces and the services they provide.

County workers know county systems. DNR workers know natural resources. Direct Care and Treatment and correctional workers know what safe staffing requires. Higher education workers know their campuses. Public safety workers know what keeps workplaces safe.

The goal is simple: put member expertise in the room where decisions are made.

And it's working.

Day on the Hill

Hundreds of AFSCME **Council 5 union members from every region of Minnesota** gathered at the Capitol for **Day on the Hill**, meeting with lawmakers to advocate for strong pensions, protecting **Hennepin Healthcare**, investments in infrastructure, defending workers' rights, stopping privatization, and strengthening the public services Minnesotans rely on every day. **United by a shared commitment to public service, members demonstrated the power of a collective voice.**

PLUS: Stabilizing HCMC. Lawmakers approved immediate support and established a hospital stabilization account. *Read the full story on pages 8–9.*



\$1.2 BILLION INVESTED IN PUBLIC INFRASTRUCTURE

Investments across higher education, DNR, DCT, Veterans Affairs, corrections, transportation, libraries and MNHS.

\$75 MILLION MODERNIZING COUNTY SYSTEMS

New investment in the technology counties use to administer SNAP and Medicaid — with counties and tribal governments gaining a voice in future systems.

AGE 55 A LONG-FIGHT-FOR PENSION WIN

Enhanced pension benefits for 911 operators and probation officers, including early retirement at 55 beginning in 2027.

\$32 MILLION SAFER PUBLIC WORKPLACES

Public safety and judiciary investments include courthouse safety grants, judicial security threat response, and Capitol security screening and enhancements.



Member Expertise in Action

Different workers. Different issues. One union bringing member expertise directly to lawmakers.



Higher Education: Investing in Students, Workers and Campuses

MinnState members met with lawmakers to advocate for investments in students, workers and campuses. **Jennifer Erwin, Local 4001 First Vice-President** and **Minn State Policy Committee President**, testified about creating safe, welcoming campuses, while **Brent Steinmetz, Local 1949 Bemidji State University**, brought lawmakers the firsthand impact of severe storm damage at **Bemidji State University**.

Corrections Policy Committee Lobby Day

Representing more than 2,000 correctional officers and staff, members advocated for safe staffing, retirement security, accountability and safer workplaces — bringing the experience of frontline public safety workers directly to lawmakers.

Judicial Branch & Legal Aid Lobby Day

Locals 3688 and 1500 and our brand new AFSCME **legal aid unions** advocated for funding negotiated wage increases and safeguards to ensure artificial intelligence supports workers rather than replaces them.

Transportation Advocacy

Although severe weather canceled **MnDOT Lobby Day**, members continued advocating for transportation investments, filling vacancies, addressing outsourcing and improving infrastructure.

Direct Care and Treatment Lobby Day

Frontline DCT workers advocated for safer workplaces, retirement improvements, investments in **CARE Carlton** and workforce development, including LPN scholarships to recruit and retain caregivers.

Preparing for the Workplace of Tomorrow

Artificial intelligence is rapidly changing workplaces across every industry. **Nico Montag, Local 2829**, testified before lawmakers about the need for safeguards that ensure AI supports workers rather than replaces them. Nico advocated for transparency, human oversight, and protections against workplace surveillance and unfair discipline, helping ensure technology serves people, not the other way around.

Every Worker Deserves Dignity

Michelle Maser, formerly of **Local 4493** at the **Walker Art Center**, brought years of firsthand experience to the Minnesota Legislature as she advocated for a worker's **Right to Sit** when it can be done safely. After years of denied accessibility requests, members turned their experiences into action, helping lawmakers better understand how simple changes can improve worker health, accessibility, and dignity. Their advocacy demonstrated that when workers share their stories, they help create solutions that benefit working people across Minnesota.



What's Next

We're building on this momentum by expanding opportunities for members from every sector to meet directly with lawmakers, testify at hearings and advocate before the committees that fund and shape their work.



The people closest to the work have the clearest vision for improving it.

The Legacy We Carry Forward

As we celebrate this year's accomplishments, we also honor those whose lasting legacy continues to shape the work we do today.



LEADERSHIP ISN'T DEFINED BY A TITLE

Every day, AFSCME Council 5 members strengthen their workplaces, support their co-workers, and improve their communities. This year, **Susanne Desmond (Local 34, Hennepin County Social Services)**, **Rebekah Radiske (Local 306 Dakota County Human Services)**, and **Lisa Czech (Local 844, Saint Paul Public Schools)** were recognized as *Unsung Heroes* for their dedication to strengthening their local unions and providing outstanding public service.

Their leadership reflects the everyday commitment of members across Council 5 who show up, step up, and make a difference, often without seeking recognition. While these three members were honored, they also represent the thousands of AFSCME members across Minnesota who work every day to build stronger workplaces, stronger communities, and a stronger union.

Congratulations to **Susanne**, **Rebekah**, and **Lisa**, and thank you for leading by example!



STILL MAKING A DIFFERENCE

Retirement marks a new chapter of service. **AFSCME retirees** continue to mentor leaders, advocate for working people, and strengthen our union for future generations. At the **Minnesota & Dakotas AFSCME Retirees United Convention**, members gathered to celebrate the contributions of retiree leaders, honor the **legacy of Jeff Birttnen**, and recognize the countless elected and unelected retiree activists who continue to make a difference in their communities and our union.

The convention also marked the election of **Mike Nelson** as

President of Minnesota and Dakota Retirees, continuing a tradition of strong retiree leadership and engagement.

The foundation continues to grow through the dedication of retiree leaders and members who remain active in our union, our communities, and our fight for working people.

A LEGACY OF SERVICE

For decades, **Jeff Birttnen** dedicated himself to strengthening AFSCME, serving as president of **Local 517**, a **Council 5 executive board member**, **AFSCME Retiree Council Chair**, and President of **AFSCME Retirees Local**

565. Throughout every chapter of his union journey, Jeff championed working people, mentored emerging leaders, and strengthened the labor movement through his steady leadership and unwavering commitment to service.

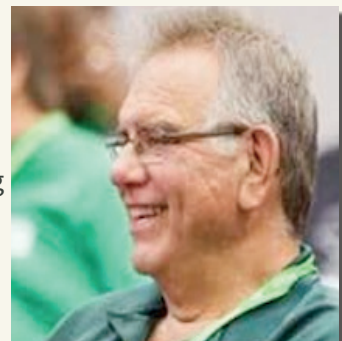
Jeff's legacy extends far beyond the titles he held. His dedication, integrity, and belief in the power of solidarity helped shape generations of union leaders and remind us that today's successes are built on the foundation laid by those who came before us.

REMEMBERING KHALID ABDI

Our AFSCME Council 5 family experienced an immeasurable loss with the passing of our union brother and Council 5 Field Representative, **Khalid Abdi**. His tragic murder left our union heartbroken, but his legacy of service, compassion, and unwavering commitment to working people continues to inspire everyone who had the privilege of knowing him.

Khalid believed deeply in the power of workers standing together. He dedicated his career to organizing, mentoring new leaders, defending workers' rights, and helping members negotiate strong contracts that improved lives. His warm spirit, generous heart, and relentless determination earned the respect and admiration of co-workers, members, and community leaders across Minnesota.

While we mourn his loss, **we also celebrate the extraordinary impact he made during his life**. Khalid's legacy reminds us that the greatest measure of leadership is not the titles we hold, but the lives we touch along the way.



Today's successes are built on the foundation laid by those who came before us.

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