



Siblings,

I've gotten several questions recently asking, "What exactly is SEPC?" So, let's start with the basics.

SEPC stands for the State Employee Policy Committee. We are made up of AFSCME units that have contracts with the State of Minnesota. Right now, there are three state contracts:

- **Multi-Master Agreement:** Units 2, 3, 4, 6 and 7
- **Unit 8:** Corrections
- **Courts:** Judicial Branch and Guardian Ad Litem Program

What does SEPC do?

SEPC was originally part of Council 6 before the councils merged to form what is now AFSCME Council 5. As part of that merger, SEPC was established to help provide oversight, coordination and continuity for our state contracts.

That work is important. Our state contracts cover thousands of AFSCME members, and what happens in state bargaining can have an impact that reaches well beyond state employees.

The SEPC Executive Board also reviews proposed **Memorandums of Understanding (MOUs)** that may arise during the life of a contract. The board considers whether a proposed change benefits our members and how it could affect the contract as a whole.

How is SEPC structured?

In even-numbered years, the SEPC Conference includes elections for our Executive Board. The president, vice president, secretary and treasurer are elected by the full body.

The remainder of the board includes the president of each policy committee and up to two at-large members elected by each individual policy committee.

In odd-numbered years, our SEPC Conference focuses more heavily on member education and training, information about bargaining, and other issues affecting state employees.

Individual policy committees also meet throughout the year—some monthly and others quarterly—depending on the needs of their members.

State contract negotiations are beginning

We are now at the beginning of another state contract bargaining cycle. The first step is already underway: **locals should have submitted their contract proposals to Council 5.**

There will be much more to come, and staying informed and involved throughout this process matters. **Our strength at the bargaining table comes from members understanding what is happening, sharing what matters in their workplaces and taking action together when needed.**

Join our monthly State Contract Action Team meetings

One of the best ways to stay connected is to join our monthly **State Contract Action Team (CAT) meetings**.

CAT meetings give members an opportunity to:

- Hear the latest updates on state contract negotiations
- Learn what is happening at the bargaining table
- Share input and concerns from your workplace
- Find out about upcoming actions and ways to get involved
- Help build the member support we need to win a strong contract

The more members who are informed, engaged and ready to act, the stronger we are at the bargaining table.

[Join the monthly State Contract Action Team meeting via Zoom](#)

I hope this helps answer some of your questions about SEPC. I'll be sending more emails in the coming months explaining the bargaining process, what happens at each stage and how you can be involved.

In solidarity,

Joel Hoffman

President

AFSCME Council 5 State Employee Policy Committee (SEPC)

Crystal Kreklow

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Connect with AFSCME Council 5:

