

Council 61  
**AFSCME**<sup>®</sup>  
**Member Connection**

## New Day: Redefining Labor Relations by Building Bridges of Communication

Keeping the lines of communication open;

From the start of his time in office, Rick Eilander, President, AFSCME Council 61 has worked to push aside the roadblocks associated in working with the State of Iowa on issues affecting our membership. In his first six months in office, AFSCME Council 61 has formed relationships with the leadership of the Department of Administrative Services (DAS), Department of Corrections (DOC), Department of Human Services (DHS), and State Courts Director, in a move not seen in almost ten years.

There have been not one but two face to face meetings with Iowa Governor, Kim Reynolds. In these meetings, real issues involving safety, recruitment and retention, employee rights and treatment were all discussed and debated at length. Along with the state of Iowa being educated on what is truly going on in workplaces as well as why employee morale is so low and overtime and turnover is so high.

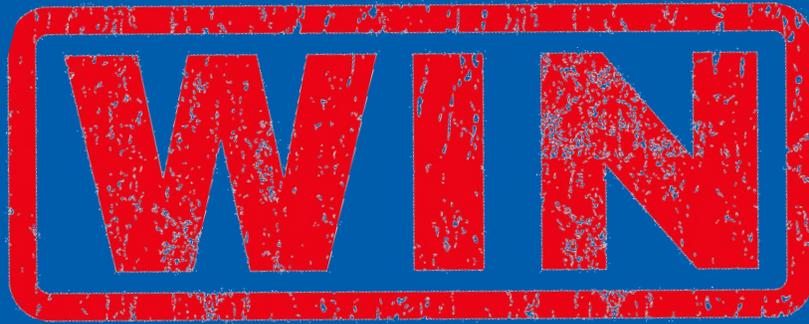
For the first time since 2017, a joint labor management meeting between Iowa Corrections Presidents and Corrections officials, including the Director of Corrections, took place on February 28th at the Council 61 office in Des Moines, IA.

Several concerns were discussed, such as staffing, safety, wages, recruitment and retention as well as many institutionally specific items that were addressed and are working towards resolutions.

Now, we know that we are not about to get all of our bargaining rights restored, nor are these meetings an attempt by either side to negotiate any official changes. However, in recent weeks, several of the items we have discussed and the suggestions we have made during these meetings have come to fruition.

The state recently announced another round of bonuses for Public Safety and Corrections employees, Governor Reynolds authorized two extra holidays (last year only) for all state employees and DAS approved changes to overtime restrictions for DOT employees who work during snow events.

While not all of these positive steps affected everyone, it is a step in the right direction that we, again, have an open dialogue with the state of Iowa. It's a new day at AFSCME Council 61 and we truly appreciate your trust and membership.



Despite the many challenges over the last several years, life is better in a union. We stand together. Being in a union is about respect for the work we do. It's about being safe and protected on the job. It's about having the resources and training to do our jobs well. And it's about always having someone to turn to if something's not right.

- AJ Clemens, Local 2843, Dubuque County Nursing Home will be inducted into the Dubuque Area Labor Hall of Fame on March 5, 2022.
- Iowa State Penitentiary recently had a suspension overturned at PERB.
- Iowa State Penitentiary recently won a Prohibitive Practice Complaint. Regarding union busting by a supervisor.
- Prairie Meadows recently had a suspension overturned through arbitration.
- AFSCME successfully petitioned to add two positions to the existing bargaining unit of City of Onawa.
- With cooperation between AFSCME and the State, DHS Nurses are able to retain their overtime waiver.
- Missouri State employees received a minimum wage increase to \$15/hour! Other employees over \$15 received a 5.5% wage increase.
- Shawnee County agreed to remove written reprimand from an employee file as the reprimand was due to a supervisors instructions.
- AFSCME is still fighting to continue to keep the 8% that was originally taken away from special employees at the Missouri Veterans Home.
- Negotiations have started for Local 410.
- Local 410 has recently won a job back in the Refuse Department.
- Local 2687 recently won a grievance on promotion transfer.

## Have News to Share?

Do you have news to share about your local that we can add to the next MemberConnection? Please submit them to [membership@afscmeiowa.org](mailto:membership@afscmeiowa.org).

# Celebrating Solidarity

We have now passed the 5 year mark of the changes that happened to collective bargaining in Iowa. At the bottom of this page is a short video from 2018. Please take a moment to watch. The message is still as powerful today as it was then.

**We are still here and we are still fighting.**



“We need to keep fighting and that’s what we’re going to do in Iowa.”

- Susan Rowe, Local 2990



“I know we can win this, and I’m not going to quit.”

- Allison Ritchie, Local 3011



“We can get this turned around.”

- Jason Moats, Local 2995

<https://www.youtube.com/watch?v=tCx21kH0cY4>

# Politics...Ew!

You yourself may not be interested in politics, but as a public employee, they sure are interested in you! Remember! Your dues dollars can **NEVER** be used for anything political. It is actually illegal to do so. But we do have this sweet program called PEOPLE (Public Employees Organized to Promote Legislative Equality) which is a voluntary political fund we use to fight for candidates who will fight for us!

## Labor Friendly Bills

- Our Brother Senator Todd Taylor filed SF2186, An Act relating to public employee collective bargaining concerning the designation of public safety officers and providing for retention and recertification elections.
- Our friend Representative Bruce Hunter files HF2102, An Act relating to labor union membership and representation and making penalties applicable.
- Representative Thorup filed HF2335, which was an attempt to restore sick leave to essential workers who were exempted from FFCRA (<https://www.dol.gov/agencies/whd/ffcra>), there was discussion of the need to expand it to read “accrued leave” vs just sick time.
- Please contact your legislator and ask them to urge legislative leadership to sponsor and pass HF2404 and HF2405 before session ends to protect public workers and help prevent a tragedy like this from happening again. Leadership in both chambers DO have the sole power to pass these bills up until the last day of this session! Find your Legislators here: <https://www.legis.iowa.gov/legislators/find> or call the Iowa House Switchboard at 515-281-3221 and tell them it’s not too late to support HF2404 and HF2405!

### **Lorena Schulte Act** **HF 2405: Healthcare Staff**

- Defines all healthcare staff as public safety employees
- Restore collective bargaining rights
- State must pay surviving spouse and children’s health insurance if killed in the line of duty
- Five to 30 days of paid leave if staff witnessed a trauma event
- DOC prohibited from providing temporary nurses with higher pay or benefits than current staff

### **Robert McFarland Act** **HF 2404: Correctional Officers**

- Restores collective bargaining rights for all Correctional Officers
- State must pay surviving spouse and child’s health insurance if killed in the line of duty. Assault against public safety personnel is class “D” felony
- Inmate who commits assault will lose ½ of all earned time accumulated
- Iowa Attorney General’s office may prosecute assaults if County Attorney declines
- Increase funding for contraband and surveillance screening
- Five to 30 days of paid leave if staff witnessed a trauma event



# KNOW ★ YOUR RIGHTS ★ RIGHTS

## Weingarten Rights

(Right to Union Representation during an investigatory Interview)

“If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting.

Without union representation, I choose not to answer questions.”



**NOTE:** It is the employees' responsibility to request union representation. The employer does not have to offer it.



Our union is stronger with a well-trained activist core. We are dedicated to providing high-quality training and leadership development for all levels of our union.

#### **Steward Training:**

The Steward takes on a number of roles in the union. You represent employees' during investigatory interviews and assist employees' in filing grievances, when necessary. You provide leadership in the workplace. You organize co-workers to take collective action. You communicate with workers, union leaders and management. You educate members about solidarity, justice and the importance of political and legislative action.

#### **Secretary-Treasurer Training:**

The Secretary-Treasurer of a local union performs many financial duties. Whether the individual is depositing a check, reconciling a bank statement or completing IRS forms, each duty is extremely important. The President and Executive Board also have financial responsibilities. The President, as a second signature, verifies that payments are for approved expenses only and that supporting documentation is maintained for all payments. The Board approves expenses, adopts policies, and monitors the union's financial condition.

#### **UPay Training:**

This training will allow you to organize your co-workers at a whole other level. You will be provided with the tools needed to sign up new members using our secure and efficient online system. Grow your union right from your phone or tablet!

Are you interested in the plethora of training opportunities offered by Council 61?  
Feel free to contact us at [membership@afscmeiowa.org](mailto:membership@afscmeiowa.org).

# AFSCME Council 61 Executive Board

Rick Eilander, Council 61 President  
Todd Copley - Council 61 Secretary-Treasurer

## DISTRICT 1 VICE PRESIDENTS

Stacy Biondi - Local 1868  
Scott Thompson - Local 3450

## DISTRICT 3 VICE PRESIDENTS

Chris De Harty - Local 212  
Daryl Erickson - Local 2998

## DISTRICT 5 VICE PRESIDENTS

Jeremy Martin - Local 2989  
Terry Nixon - Local 887

## DISTRICT 7 VICE PRESIDENTS

Andrew Washburn - Local 1707  
Michelle Mason - Local 2730

## DISTRICT 2 VICE PRESIDENTS

Mike Morse - Local 2844  
Susan Rowe - Local 2990

## DISTRICT 4 VICE PRESIDENTS

Shelly Hill - Local 2659  
Curt Salow - Local 2987

## DISTRICT 6 VICE PRESIDENTS

Ray Druger - Local 620  
Richard Frauenholz - Local 12