

Council 61
AFSCME
Member Connection

ALL TOGETHER

That's the slogan for this year's 45th AFSCME International Convention taking place in Philadelphia from July 11th -15th. You've probably noticed meeting postcards in your mail from your local to elect delegates to carry your local's allotment of votes.

After not being together for four years the pandemic is finally easing enough to allow AFSCME leadership and delegates from around the country to come together and take care of some union business. We will be electing new leaders including filling the International Vice President spot vacated by outgoing International VP Danny Homan. Your Council 61 President, Rick Eilander will be running for that seat and hopefully will allow Iowa, Missouri and Kansas a continued seat at the table and a voice on the International Executive Board.

There will be many opportunities for our elected delegates to be educated on issues such as how to protect your locals and affiliates from cyber-attacks, training on how to talk to your co-workers about union issues, stopping workplace harassment, the AFSCME Financial Standards Code, Contract Negotiations and many more.

Strict health guidelines are being put in place to make this event as safe as possible. Masks are requested at all times and those who are not vaccinated must be tested every day prior to entry into the convention.

The AFSCME International Convention is a fantastic opportunity to come together with other members from across the country and celebrate our strength and solidarity while upholding the democratic leadership process we are known for. If you've never been, we highly suggest you look into being elected as a delegate by your local in two years!

On another note, President Eilander has been making the rounds throughout the state of Iowa recently talking to DOT folks about their issues and concerns at the jobsite. This tour will continue into the fall and include opportunities for all state employees to come out and talk with Rick about the issues they are facing and their thoughts on the upcoming State contract negotiations.

RECERTIFICATIONS!

Like a bad penny or annoying relative, Iowa Recertification Elections are back again this October. State Employees are on the agenda this time around so we will need another strong showing of support and YES votes to keep your union and give us the opportunity to bargain a new contract. Remember, not voting will be counted for you as a NO vote. Please talk to your co-workers and non-members about making sure they vote in October.

Remember, we're **ALL TOGETHER** in this fight!

Historic Union Win for Workers at Daniel Boone Regional Library!



More than 160 workers at Missouri's Daniel Boone Regional Library system have made history.

They voted overwhelmingly to form a union with AFSCME Council 61, becoming the first active library union in the Show-Me State.

The election was conducted by the Missouri State Board of Mediation between May 18-May 21, when workers voted 101 to 55 in favor of the union. The new bargaining unit will consist of staff, librarians and facility workers throughout Boone and Callaway counties at Columbia Public Library (CPL), Callaway County Public Library, Holts Summit Public Library and Southern Boone County Public Library.

Members of Daniel Boone Regional Library Workers United (DBRLWU) announced their intention to unionize back in February. Workers began organizing to build a safe and inclusive workplace and address staff issues such as fair and equitable pay, safety, equitable access to information, materials and buildings, and to have a voice in decisions that affect the library.

Throughout the organizing process, workers received an incredible showing of support from local

community and library workers around the country. DBRL staff who testified in support of a union at the library's monthly Board of Trustees meetings were often greeted by local supporters donning red solidarity clothing for the group's organizing efforts. A community letter of support posted on DBRLWU's website has garnered over 700 signatures to date.

"We're overjoyed to have won our election by a nearly 2 to 1 margin," said Patrick Johnston, a circulation lead assistant at the Columbia branch. "We sent a strong message that workers at the library should have a say in the decisions that affect us."

Tori Patrick, who also works as a circulation lead assistant in Columbia, said, "Organizing our union has taught me so much about the power of our collective voice. We look forward to getting the chance to work collaboratively with administration to negotiate our first contract."

"I'm so proud of the hard work we've put towards our well-deserved win," said Rowan Walsh, another circulation assistant at Columbia. "We're honored to be the first active union library in Missouri."

Congratulations Local 3311!





Several anti-worker bills have been signed by Iowa Governor Reynolds since the end of the 2022 Legislative Session. She signed 3 workforce bills into law at a recent Dubuque conference:

https://www.telegraphherald.com/news/tri-state/article_8addba94-1f18-50f0-a37a-d051bdc187a2.html

HF2198

Lowers the minimum age requirement from 18 to 16 years of age for daycare employees who work unsupervised and increases the staff/child ratio from 1:6 to 1:7 for 2yr of age and increases from 1:8 to 1:10 for 3yr of age.

SF183

A bill for an act relating to a construction manager-at-risk commercial construction alternative delivery method and prohibiting certain other alternative delivery methods in the public sector and including effective date and applicability provisions. Includes language to void parts of the collective bargaining agreement in regards to union subcontractors.

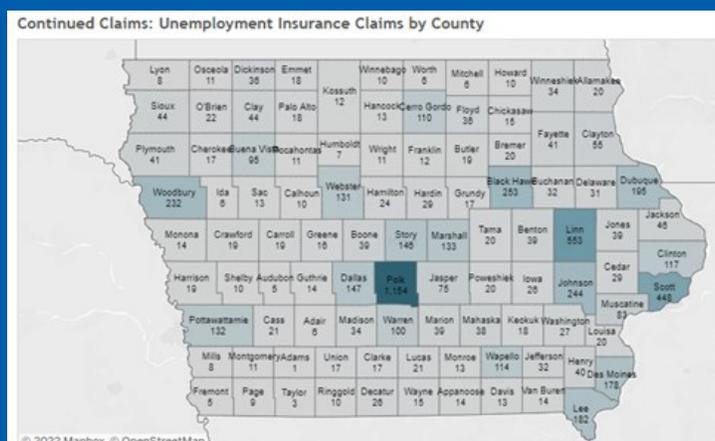
HF2355 - Unemployment Benefit Cuts

- Over the next ten years this is estimated to take at least \$750 million from Iowa workers.
- Shortens benefit weeks from 26 to 16, which puts Iowa in the bottom 6 states of the country, <https://www.cbpp.org/research/economy/how-many-weeks-of-unemployment-compensation-are-available>
- Lowers the number of extension benefit weeks if your employer goes out of business
- Forces workers to take a job that pays less than your previous job after week two
- Redefines misconduct and creates more loopholes to deny workers from collecting unemployment.
- Cuts are unnecessarily harsh as Iowa has the 13th lowest unemployment rate in the country. <https://www.bls.gov/web/laus/laumstrk.htm>
- We are seeing economic uncertainty, inflation and signs of jobs loss. <https://www.desmoinesregister.com/story/news/politics/2022/06/16/gov-kim-reynolds-signs-law-cutting-iowa-unemployment-benefits-10-weeks-16-weeks-workforce/9570658002/>
- These cuts to workers who earned these benefits from working and lose their job through no fault of their own.
- The labor workforce that worked tirelessly through the pandemic and were declared essential, now their protections are being stripped away to lower the tax rate for businesses.

These new changes to Iowa's unemployment insurance law are set to begin July 3rd!

Per Iowa Workforce Development, April had the *lowest* level of unemployment claims since 1973.

**Don't let anyone tell you
there are too many people on
unemployment insurance benefits!**



Iowa Unemployment Insurance Statistics:
www.iowalmi.gov/uistats

Celebrating Solidarity

One of the many benefits AFSCME has to offer is FREE COLLEGE!

Below is a testimony from one of our long time members, Neil LeMaster of Local 2989, Iowa State Penitentiary.



“My name is Neil LeMaster and I have been a proud member of AFSCME Local 2989 for 25 years. I was recently asked “Why join AFSCME.” There are several different reasons to join, but the one that has had the greatest impact on my life is the AFSCME free college. I never thought I would attend college; I was 45 years old and didn’t think I was smart enough. When AFSCME announced they were offering free college, I enrolled and was able to earn an Associate of Applied Business, free of charge. This gave me the confidence to further my education, and I am now enrolled in Southeastern Community College nursing program. I would have never had the confidence or been prepared enough to do this without AFSCME. This program has opened so many opportunities for me and my family that I thought were out of reach. I’m now 48 and if you would have told me 3 years ago, I would be where I am now, I wouldn’t have believed you. Being a member of AFSCME has done so much for me over the years and I’m grateful. Thank you, AFSCME.”

Thank you, Neil! You are a true inspiration!

FALL 2022 RECERTIFICATIONS

It is a **BIG** year for Recertifications! All Iowa contracts with an expiration date of June 30, 2023 are set to vote this October for recertification.

THIS INCLUDES ALL STATE OF IOWA EMPLOYEES!

What is recertification?

Recertification is the election process where all employees that are represented by AFSCME (whether union members or not) must actually vote to retain AFSCME as the certified bargaining representative for purposes of negotiating their Collective Bargaining Agreement and consulting with the employer on other matters of employment.

Additionally, workers with a union have the right to representation in disciplinary investigations. If you do not have a bargaining representative, you do not have this right to representation.

REMEMBER!
IF YOU DO NOT VOTE...
YOUR VOTE COUNTS AS A NO VOTE!

If enough people don't vote YES, your union-negotiated contract, which covers pay increases, pay dates, job class pay ranges, and your right to union representation, will be **TERMINATED**—giving your employer the immediate ability to make any changes to your pay, and all other benefits you receive, with no legal recourse by employees. You will also be without a contract or union representation for at *least* two years.

Voting in this election will run from:
OCTOBER 11-25, 2022

MORE INFO COMING SOON!

KNOW YOUR 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. Stewards represent employees' during investigatory interviews and assist employees' in filing grievances, when necessary. They provide leadership in the workplace, organize co-workers to take collective action, communicate with workers, union leaders and management. Stewards 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.

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

Daryl Erickson - Local 2998
VACANT

DISTRICT 5 VICE PRESIDENTS

Jeremy Martin - Local 2989
Terry Nixon - Local 887

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

DISTRICT 7 VICE PRESIDENTS

Andrew Washburn - Local 1707
Michelle Mason - Local 2730

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