



WELCOME TO AFSCME COUNCIL 65

Greetings New AFSCME Member!

AFSCME Council 65 represents both public and private sector employees primarily outside the Twin Cities/Duluth areas in Minnesota, North Dakota, and South Dakota. We are a proud union established over 60 years ago. AFSCME Council 65 is part of the 1.3-million-member AFSCME organization throughout the United States.

Council 65 represents members in over 130 organized locals that are comprised of over 420 bargaining units. Our members work in a variety of sectors including counties, cities, school districts, healthcare, and more. Council 65 works to improve the pay and working conditions of its members and is committed to winning respect through strong contracts for its members.

Council 65 is membership driven through the local units. Members of the local union elect their own officers, send delegates to Council conventions, and conduct the day-to-day business of their local through membership meetings. Dues that members pay each month go to the International Union, Council 65, and your local union for use as the membership sees fit.

Each person who joins AFSCME makes the Union stronger and strengthens the Union at the bargaining table. Council 65 provides a staff representative to assist in legal issues, contract negotiations, enforce the contract and provide training to locals for contract administration (grievances), contract negotiations (bargaining) and organizing.

AFSCME International and Council 65 lobby both federal and state legislators on laws that affect public and private sector employees and work to ensure adequate funding is provided for the services that our members perform. AFSCME is also involved in the political arena as your right to collectively bargain is enshrined in state law. Therefore, we engage in the political process at the local, state, and federal level to elect politicians who improve governmental services, are committed to quality public services, respect collective bargaining and public employees. AFSCME members have their own independent political organization called Public Employees Organized to Promote Legislative Equality (PEOPLE). Union dues cannot be given directly to candidates. Therefore, please consider donating to PEOPLE to help you, as well as your brothers and sister in the labor movement, protect your rights in the workplace. Ask your union officials or your staff representative how to get involved in the PEOPLE program.

AFSCME Council 65 welcomes you to its Union family and asks you to get involved in your Local. Your Local President will assist you on how you can be involved in making your workplace better. The best way to start getting involved is to attend a union meeting.

Attached are materials to familiarize you with the many benefits of being an AFSCME member.

Solidarity and welcome.



SEVEN REASONS TO BECOME A UNION MEMBER

Being a member of a Union greatly increases the quality of life for members, their families, and the communities in which they reside. The ability to have a voice in your employment through your Union makes a world of difference in wages, benefits and working conditions. Individuals have very little bargaining power as opposed to a group of employees with their employer.

It should not be a surprise that being in a Union makes employees financially more secure and more content in their workplace. Here are seven reasons to become a member of your union:

1. According to the Bureau of Labor Statistics, union workers make \$187.00 more per week than non-union workers.
2. Total compensation cost (wages and fringe benefits) for union workers averaged \$46.50 compared to \$29.83 for non-union workers.
3. 85% of union members have health insurance compared to only 54% of non-union workers.
4. 88% of union members have retirement plans, compared to only 48% of non-union workers.
5. 77% of union members have a defined benefit pension plan compared to only 17% of non-union workers. A defined benefit plan is deferred compensation for your labor during your working career.
6. 84% of union members have paid sick leave compared to only 62% of non-union workers.
7. Union members typically feel more secure in their job as there are workplace protections against unjust discipline in the workplace. Non-union workers are considered "at-will" employees and can be discharged without any meaningful recourse.

***Unions work because we work together as a group for a common goal: to improve the workplace for everyone.
Your Union begins with YOU.***



AFSCME's Got Skills

FREE webinars designed with your needs in mind. Each live webinar is recorded and made available on AFSCME VIDEO for viewing by

AFSCME Leaders, activists and staff. For more information go to:

<https://www.afscme.org/member-resources/education-training/webinars>

Current Webinars

- Building Power: Organizing Around Workplace Issues
- Connecting PEOPLE to Make AFSCME Strong
- Discipline & Discharge: Best Practices for Representing Workers
- Duty of Fair Representation
- Family Medical Leave Act. How it Affects Our Families and Our Jobs
- It's Not Grievable. Now What?
- List, Charts and Tracking Our Progress: The Way to Capture Our Unions Strength
- Navigating the Five Steps of Grievance Handling
- New Employee Orientation: Building our Union on Day One
- Safe Home, Safe Workplace: Chemical Hazards and Infection Control in Home Health Care
- Seven Tests of Just Cause: What Are They & How Do I Use Them?
- Power of the POP: Planning Purposeful Meetings
- Weingarten Rights: What Do You Know?
- You've Just Been Elected President: Now What?

Join AFSCME on Social Media!

AFSCME Council 65:

Website: www.afscme65.org

Facebook: Group: AFSCME Council 65

Page: Next Wave MN Council 65

Twitter: @AFSCME_MN65

AFSCME International:

Website: www.afscme.org

Sign up here for text, email and Facebook

AFSCME Advantage: www.afscme.org/member-resources/afscme-advantage

Get deals, discounts & AFSCME exclusive benefits!

UNION Plus: www.unionplus.org/

For Union Scholarships, Internships & more...

Facebook: Page: AFSCME

Group: AFSCME Next Wave

Twitter: @AFSCME

Instagram: AFSCME

Text message updates: Text 'JOIN' to 237263

AFSCME's Got Skills: Sign up for alerts about new trainings!

<https://actionnetwork.org/forms/education-department-webinar-email-list?nowrapper=true>



Money-Saving Programs for **AFSCME Members**

Credit Card Program



We offer several card choices¹. Each card has different features and all offer competitive rates. After three months, you may be eligible for exclusive hardship assistance grants² in times of need. Visit afscmecard.com.

AT&T Discounts Program



Save up to \$10 per line per month on AT&T's best unlimited plan plus other exclusive benefits through Union Plus. AT&T is the only nationwide unionized wireless carrier. Visit unionplus.org/afscmeatt to download your coupon and to find local stores (use discount code **3508840**).

Mortgage Program



Buying or refinancing a home for you and your children is easy and affordable with the Union Plus Mortgage Program. Our unique assistance program helps you make mortgage payments in time of need. Visit unionplus.org/afscmemortgage.

Auto & Home Insurance



Get multiple quotes from highly-rated insurance providers and competitive prices and savings from bundled auto and home insurance coverage. For your free quote, call **855-666-5797** and mention discount code DJ7. Visit unionplus.org/afscmeinsurance.

Everyday Discounts



Your one stop shop for booking travel and accessing discounts on restaurants, movie tickets, shopping and more. We also offer savings at theme parks, concerts, theaters and sporting events. Visit unionplus.org/afscmediscounts.

Scholarship Program



AFSCME Family Scholarship - Opens 8/1; closes 12/31; winners announced 4/31. **Gerald W. McEntee Scholarship** - Opens 6/15; closes 1/31; winners announced 5/31. **Union Plus Scholarship Award** - Opens 6/15; closes 1/31; winners announced 5/31. Visit afscme.org/scholarships or call **800-588-0374**.

See more at
[**afscme.org/advantage**](http://afscme.org/advantage)

¹Credit approval required. Terms and Conditions apply. The Union Plus Credit Cards are issued by Capital One, N. A. pursuant to a license by Mastercard International Incorporated. Mastercard is a registered trademark, and the circles design is a trademark of Mastercard International Incorporated. Capital One, N. A. is not responsible for the other products/services offered in this advertisement.

²Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance

AFSCME Advantage toll-free benefits line: 800-588-0374

For Members Only

Program eligibility is contingent upon union participation.

| PROGRAM | INFORMATION |
|-----------------------------------|--|
| Accidental Death Insurance | 800-393-0864, unionplus.org/afscmeaccidentinsurance |
| AT&T Discounts | unionplus.org/afscmeatt , use discount code 3508840 |
| Auto Buying Service | unionplus.org/afscmeautobuying |
| Auto & Home Insurance | 855-666-5797, unionplus.org/afscmeinsurance |
| Budget Truck Rental | 800-561-1157, use discount # 56000127763, unionplus.org/budgettruck |
| Car Rental Discounts | unionplus.org/afscmecarrentals |
| Avis | 800-698-5685, use discount # B723700 |
| Budget | 800-455-2848, use discount # V816100 |
| Dollar | 800-800-4000, use discount # 3042236 |
| Hertz | 800-654-2200, use discount # 205666 |
| Payless | 800-729-5377, use discount # A071900 |
| Thrifty | 800-847-4389, use discount # 3042238 |
| Cash Back Shopping | unionplus.org/cashback |
| Credit Cards | 800-522-4000 (to apply), afscmecard.com |
| Credit Counseling | 877-833-1745, unionplus.org/afscmecreditcounseling |
| Everyday Discounts | unionplus.org/afscmediscounts |
| Family Hearing Benefits | 800-286-6149 , hearinamerica.com/afscme |
| Flower & Gift Discounts | 888-667-7779, unionplus.org/afscmeflowers |
| Health Savings | unionplus.org/afscmehealthsavings |
| Vision | unionplus.org/afscmevision |
| Hearing | hearinamerica.com/afscme |
| Dental | unionplus.org/afscmedental |
| Prescriptions | unionplus.org/afscmerx |
| Legal Services | unionplus.org/afscmelegal |
| Life Insurance | 800-393-0864 unionplus.org/afscmelifeinsurance |
| LifeStation Medical Alert Systems | 855-728-4610 lifestation.com/afscme |
| Medical Bill Negotiating Service | unionplus.org/afscmebillnegotiator |
| Mortgage Program | unionplus.org/afscmemortgage |
| Moving Discounts | unionplus.org/afscmemovingvans |
| North American | 888-813-9595 |
| Pet Insurance | unionplus.org/afscmepets |
| Personal Loans | unionplus.org/afscmeloans |
| Real Estate Rewards | 800-284-9756, unionplus.org/afscmerealestate |
| Retiree Health Insurance | 888-680-4770 (TTY users 711), unionplus.org/medicare |
| Save My Home Hotline | 866-490-5361, unionplus.org/afscmesavemyhome |
| Scholarship | afscme.org/scholarships |
| Vacation Tours | 844-868-2685, unionplus.org/afscmetours |

AFSCME Advantage toll-free benefits line: **800-588-0374**



AFSCME Council 65 2025 Dues Structure - Minnesota

Council 65 has a progressive dues system. Membership dues are 1.63% of your base pay rate with set minimums and maximums in place based on your pay period schedule.

| Number of Pay Periods | Minimum Dues Per Pay Period | Maximum Dues Per Pay Period |
|-----------------------|-----------------------------|-----------------------------|
| 12 | \$20.00 | \$61.86 |
| 24 | \$10.00 | \$30.93 |
| 26 | \$9.23 | \$28.55 |
| 27 | \$8.88 | \$27.49 |

Dues are calculated using the formula:

$$\text{wage per hour} \times \# \text{ of hours worked} \times .0163$$

Please note that amounts per pay period may vary based on your employer's ability to make deductions using their payroll software. Your local may also have additional dollars deducted for a local special assessment or strike fund.

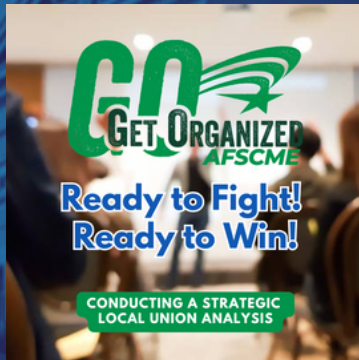
If you have questions on how dues are calculated, please contact your AFSCME Labor Representative or the AFSCME Council 65 office at info@afscme65.org or 218-885-3242.



ONLINE LEADERSHIP ACADEMY

LABOR LAB

NEW MODULES AVAILABLE!



**READY TO FIGHT! READY TO WIN:
CONDUCTING A STRATEGIC ANALYSIS OF YOUR LOCAL UNION**

Now available for local leaders and staff

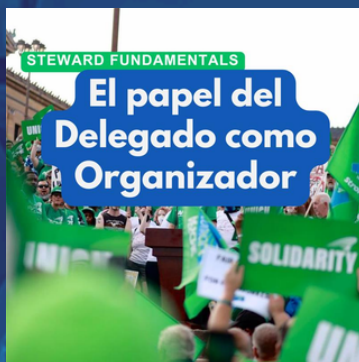
- Evaluate your local union's capacity to mobilize, organize, and win.
- Use a streamlined version of the 100% AFSCME Strong Local Union Checklist.
- Identify strengths and address weaknesses.



TIME MANAGEMENT: STRATEGIES FOR SUCCESS

Now available for managers and staff

- Assess your current time management habits.
- Discover a framework for prioritizing tasks effectively.
- Explore best practices for productivity.



**EL PAPEL DEL DELEGADO COMO ORGANIZADOR:
The Role of the Steward as an Organizer**

Now available on the Spanish Labor Lab

Access tools to have a one-on-one conversation with a coworker that both identifies an issue that matters to them and moves them to action around that issue.



ESCANÉAME



1

VISIT LABOR LAB

<https://education.afscme.org>

2

CREATE A NEW ACCOUNT

<https://education.afscme.org/user/register>

3

SUBSCRIBE TO A TRAINING

<https://education.afscme.org/trainings>

SIGN UP TODAY!



Contact Us
2024291156



OLAhelpdesk@afscme.org

produced by
AFSCME
Union Labor

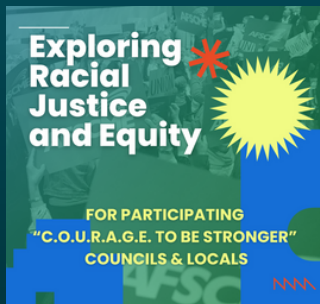
COURSE OFFERINGS



- Duty of Fair Representation
- Navigating The 5 Steps of Grievance Handling
- Representing Members Facing Discipline
- The Role of The Steward As An Organizer
- Solving Workplace Problems Through Worker Power
- Weingarten Rights: What You Need To Know



- Understanding Officer Roles And Responsibilities
- How To Run Local Union Meetings
- Ready to Fight! Ready to Win: Conducting a Strategic Analysis of Your Local Union



- Equity In Action: The Steward's Role in Combatting Discrimination
- Race, Gender and Labor History: Acknowledging Our Past and Building a More Equitable Future



- PEOPLE PAC: Empowering Union Voices
- Power Talks: Transforming Political Divides into Union Power

[HTTPS://EDUCATION.AFSCME.ORG](https://education.afscme.org)



- Deber De Justa Representación
- Derechos Weingarten: Lo Que Necesita Saber
- El Papel del Delegado como Organizador
- Navegando los Cinco Pasos del Proceso de Quejas y Agravios

[HTTPS://EDUCACION.AFSCME.ORG](https://educacion.afscme.org)



Download Your Digital AFSCME Card!

1

Download the app using the QR codes here:



Android



Apple



2

Open the app and fill out the form with your information:

The screenshot shows the 'DIGITAL CARD' registration screen. It includes fields for First Name (Lee), Last Name (Saunders), Zip Code (20036), and Personal Cell Number* (5555555555). Below the form is a numeric keypad with letters associated with each number (e.g., 1, 2 ABC, 3 DEF, etc.).

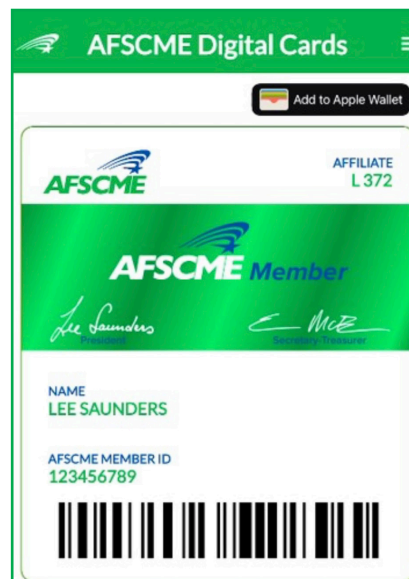
3

You will receive an authorization code via text or email - input the code you received in the box provided:

The screenshot shows the 'Verification Code' screen. It displays the AFSCME logo and a message: 'Please enter the code sent to xxx-xxx-5555'. There is a text input field, a green 'Submit' button, and a 'Resend code' link. A keyboard is visible at the bottom.

4

Your digital card is now ready for you to use!





2025 BECK NOTICE TO PRIVATE SECTOR EMPLOYEES REPRESENTED BY AFSCME COUNCIL 65 & LOCAL ____

This Notice is provided in accordance with the decisions of the United States Supreme Court in NLRB v. General Motors Corporation and Communication Workers of America v. Beck, as well as other cases decided under the National Labor Relations Act. The purpose of this Notice is to advise all persons employed within a bargaining unit represented by Council 65 of the American Federation of State, County and Municipal Employees and its affiliate, Local ____ and under a collective bargaining agreement requiring the payment of dues or fees as a condition of employment, of: 1) their right to join the union or to become an agency fee payer; 2) their right as an agency fee payer to object to the payment of that portion of membership dues that is related to nonrepresentational expenses of the Union; and 3) the procedures that must be followed to file an objection and receive detailed financial information regarding that portion of dues determined by the Union to be related to representational and nonrepresentational expenses.

Under federal law you have the right to join the Union as a full-fledged member or to become an agency fee payer of the bargaining unit. Agency fee payers are not members of the union and therefore are not afforded the many benefits associated with union membership. For example, agency fee payers may not attend union meetings; participate in the ratification of collective bargaining agreements; elect union officers or be eligible for other benefits available only to members and their families such as discount programs with various vendors and educational scholarships. However, agency fee payers do receive the benefits of the union's representation as it relates to the terms and conditions of their employment. As such, the law provides that agency fee payers must pay a fee in an amount at least equal to the union's representational services to fulfill their obligations under a union security provision of a collective bargaining agreement. Such services include the union's activities related to collective bargaining, contract administration and grievance-arbitration.

Individuals who elect not to join the union and to become an agency fee payer have the right to object to paying for union activities not germane to the union's duties as the bargaining representative and to pay only the pro-rata portion (81.34% or what is required by your collective bargaining agreement) of membership dues associated with representational expenses. Objections must be in writing and include the objector's name, address, social security number, job title, work location and the period for which an objection is being filed. Written objections must be postmarked within 30 days of receipt of this letter and addressed to both the International Sec/Treasurer and the subordinate Council Treasurer:

Mrs. Kristine Hamm
AFSCME Council 65
3335 West St. Germain Street
Suite 107
St. Cloud, MN 56301

Ms. Elissa McBride
Secretary/Treasurer AFSCME Int'l
1625 L Street
Washington, DC 20036

Upon receipt of a timely objection, agency fee payers will be provided with additional information related to the calculation of the financial core fee.



Shannon Douvier
Executive Director

Jo Musel Parr
*Field & Organizing
Services Director*

Brenda Weller
Finance Director

Troy Bauch
Field Director

Kate Black
Field Director

Dear Member,

We've secured a group Accidental Death and Dismemberment policy providing all members of AFSCME Council 65 with \$2,500.00 AD&D coverage, 24 hours a day, on and off the job. There is no cost to you for this coverage.

Name your beneficiary by visiting mybenefits.aillife.com and use access code SG9AV. If you don't name your beneficiary, your benefit would be paid to your estate and may be taxable.

After naming your beneficiary, you can also receive at no cost:

- Legacy Will Kit – Help protect the legacy you plan to leave your loved ones.
- AIL Plus membership – Receive discounts on dental care, prescriptions, diabetic supplies and much more.

This coverage is provided through American Income Life Insurance Company (AIL), a 100% union company, serving union families like yours for more than 65 years. They currently have more than 280,000 AFSCME members covered under AD&D policies and have paid over \$38.2 million in life, health and AD&D benefits to AFSCME families.

You may be contacted by a representative from AIL after completing your beneficiary designation. They will explain what benefits you qualify for as well as additional coverage options. You are under no obligation to purchase any additional coverage.

In Solidarity,

Shannon Douvier
Executive Director

An AIL representative, who is a member of OPEIU 277, will provide your personalized certificate of coverage and witness your beneficiary designation, provide your Legacy Will Kit, and register you for the AIL Plus program. AIL has other supplemental insurance programs available. Questions? Call AIL at 1-800-495-1213 or contact Sara Diercks, AIL Public Relations, directly at 1-612-598-8919.

American Federation of State, County and Municipal Employees, AFL-CIO

TEL (218) 885-3242 FAX (218) 885-3245 TOLL FREE (888) 474-3242 WEB www.afscme65.org

3335 West St. Germain, Suite 107, St. Cloud, MN 56301

Additional Member Benefit at No Cost!

Through a partnership with American Income Life Insurance Company, an AD&D benefit and other no-cost offers are being provided to all members of AFSCME Council 65.

Included:

-  Group Accidental Death & Dismemberment Benefit
-  AILPlus Health Services Discount Program*
-  Legacy Will Kit™
-  Needs-Based Analysis

Learn more at **MyBenefits.AILife.com**

Enter access code: **SG9AV**

*AILPlus Health Services Discount Program is not available in NY. Lab Testing not available in MD, NJ, or RI. This is a solicitation for insurance.

An AIL representative will contact members who return the reply card by mail or respond online to arrange a convenient time to deliver their certificate of coverage and other no cost offers and review other supplemental insurance benefits that may be available.



Sara Diercks

AIL Public Relations

612-598-8919 | SDiercks@AILife.com