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.

MEMBERS' BILL OF RIGHTS

As AFSCME members, we have the right to…

1. **Membership**
   No person otherwise eligible for membership in this union shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, sex, age, sexual orientation, disability, or political belief.

2. **Freedom of speech**
   Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.

3. **Freedom from bosses**
   Members shall have the right to conduct the internal affairs of the union free from employer domination.

4. **Fair elections**
   Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates and proper election procedures constitutionally specified.

5. **Hold office**
   Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.

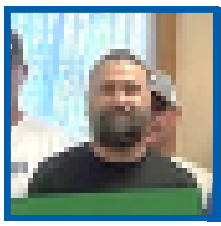
6. **Review financial records**
   Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not be limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers elected for that purpose or by independent auditors not otherwise connected with the union.

7. **Vote**
   Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union, and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.

8. **Due process**
   Charges against a member or officer shall be specific and shall be only on grounds provided in the International Constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.

WE'RE STRONGER TOGETHER

Council 65 AFSCME
Minnesota, South Dakota, North Dakota



"Join AFSCME to continue to improve our communities and gain respect on the job."
Bill Feiock, Local 162, City of Aberdeen

"Together, we can improve our working conditions and public services for our communities."
Kristen Scott, Local 3331, Elk River Paraprofessionals

"With a strong union, we have a better chance at fair wages and working conditions."
Dawn Burnfin, Local 1119-1, Fairview Range Behavioral Health

Being a member of a Union greatly increases the quality of life for members, their families, and their communities. Having a voice on the job through your Union makes a big difference in wages, benefits and working conditions. Individuals have very little bargaining power as opposed to a group of employees.

- AFSCME workers are 60% more likely to have employer-provided pensions.
- 96% of AFSCME workers have access to employer medical benefits.
- On average, AFSCME workers' wages are 27% higher than non-union.
- AFSCME workers are 21% more likely to have paid sick leave.
- Union members have 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:
afscme.org/member-resources/education-training/webinars

Current Webinars

- Accessing Public Service Loan Forgiveness
- Duty of Fair Representation
- Seven Tests of Just Cause
- New Employee Orientation
- Connecting with PEOPLE to make AFSCME Strong
- You've Just Been Elected President! Now What???
- Weingarten Rights: What You Need to Know
- Discipline and Discharge
- Building Power Organizing Around Workplace Issues
- Navigating the 5 Steps of Grievance Handling
- And many more!

Join AFSCME Online

Facebook, Instagram, and Bluesky
AFSCME Council 65

YouTube
@AFSCMECouncil65

Website
www.afscme65.org

AFSCME International

Facebook, Instagram, and Bluesky
AFSCME

Website
www.afscme.org

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

UNION Plus
unionplus.org

Sign up for alerts about new trainings!
actionnetwork.org/forms/education-department-webinar-email-list?nowrapper=true

3335 West St. Germain Street, Suite 107, St. Cloud, MN 56301 | 1-888-474-3242

AFSCME ADVANTAGE

Money-Saving Programs for AFSCME Members

Credit Card Program

We offer several card choices[1]. Each card has different features and all offer competitve rates. After three months, you may be eligible for exclusive hardship assistance grants[2] 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

[1]Credit approval required. Terms and Conditions apply. The Union Plus Credit Cards are issued by Capital One, N. A. pusuant 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.

[2]Certain 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**

Information accurate as of 8-15-2022

Union printed in the U.S.A.

AFSCME Council 65 2026 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	$23.60	$63.36
24	$11.80	$31.68
26	$10.89	$29.24
27	$10.49	$28.16

Dues are calculated using the formula:

wage per hour X # of hours worked X .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.

AFSCME ONLINE LEADERSHIP ACADEMY

Revolutionizing Union Education and Training with
AFSCME's Online Leadership Academy.
Empowering AFSCME members, activists, leaders, and staff to
LEARN, CONNECT, and LEAD anytime, anywhere.

NEW FEATURED COURSES

IMMIGRANT RIGHTS: KNOW THEM, USE THEM

Learn what to do—and what not to do—if approached by ICE at home, in public, or at work. This training gives you simple, powerful tools to protect yourself and others. No matter your status, you have rights.

BYSTANDER ACTION DURING AN IMMIGRATION RAID

Learn how to safely and legally respond if you witness an immigration raid. Get practical steps to support others and protect your community.

1 **VISIT LABOR LAB**
https://education.afscme.org

2 **CREATE A NEW ACCOUNT**
https://education.afscme.org/user/register

3 **CLICK ON THE "COMMUNITIES" TAB AT THE TOP TO ACCESS IMMIGRATION MODULES**
https://education.afscme.org/communities

OLAhelpdesk@afscme.org
Contact Us 2024291156

Download Your Digital AFSCME Card!

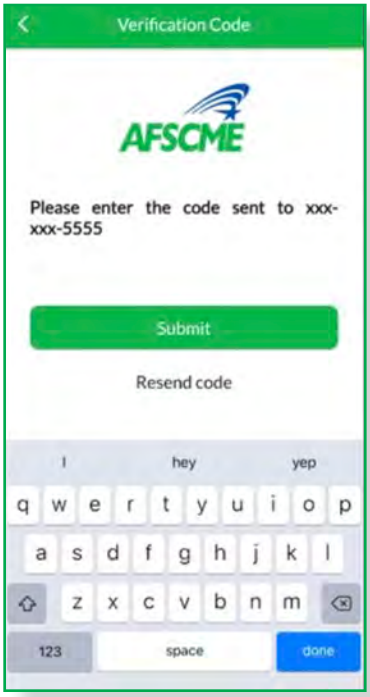
1 Download the app using the QR codes here:

Android

Apple

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

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



4 Your digital card is now ready for you to use!

Produced by AFSCME Union Labor #075-23

THE NEW ONLINE STORE IS HERE FROM

AFSCME PEOPLE

Show off your AFSCME pride!

All our products are proudly made in the USA and Union-made. Sales from the store benefit our PEOPLE program, which fights to elect pro-worker candidates.

afscmepeoplestore.com

Disclaimer:
Contributions or gifts to AFSCME PEOPLE are not deductible as charitable contributions for federal income tax purposes. AFSCME PEOPLE makes contributions and expenditures in connection with federal elections. AFSCME PEOPLE accepts contributions only from members of AFSCME and their immediate families. Members and their families may refuse to contribute without any reprisal. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed $200 in a calendar year.

2026 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:

Jessica Loons
AFSCME Council 65
3335 West St. Germain Street
Suite 107
St. Cloud, MN 56301

Nicole Pollard
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.

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
- AIL*Plus* Health Services Discount Program*
- Legacy Will Kit®
- Needs-Based Analysis

Learn more at

MyBenefits.AILife.com

Enter access code: **SG9AV**

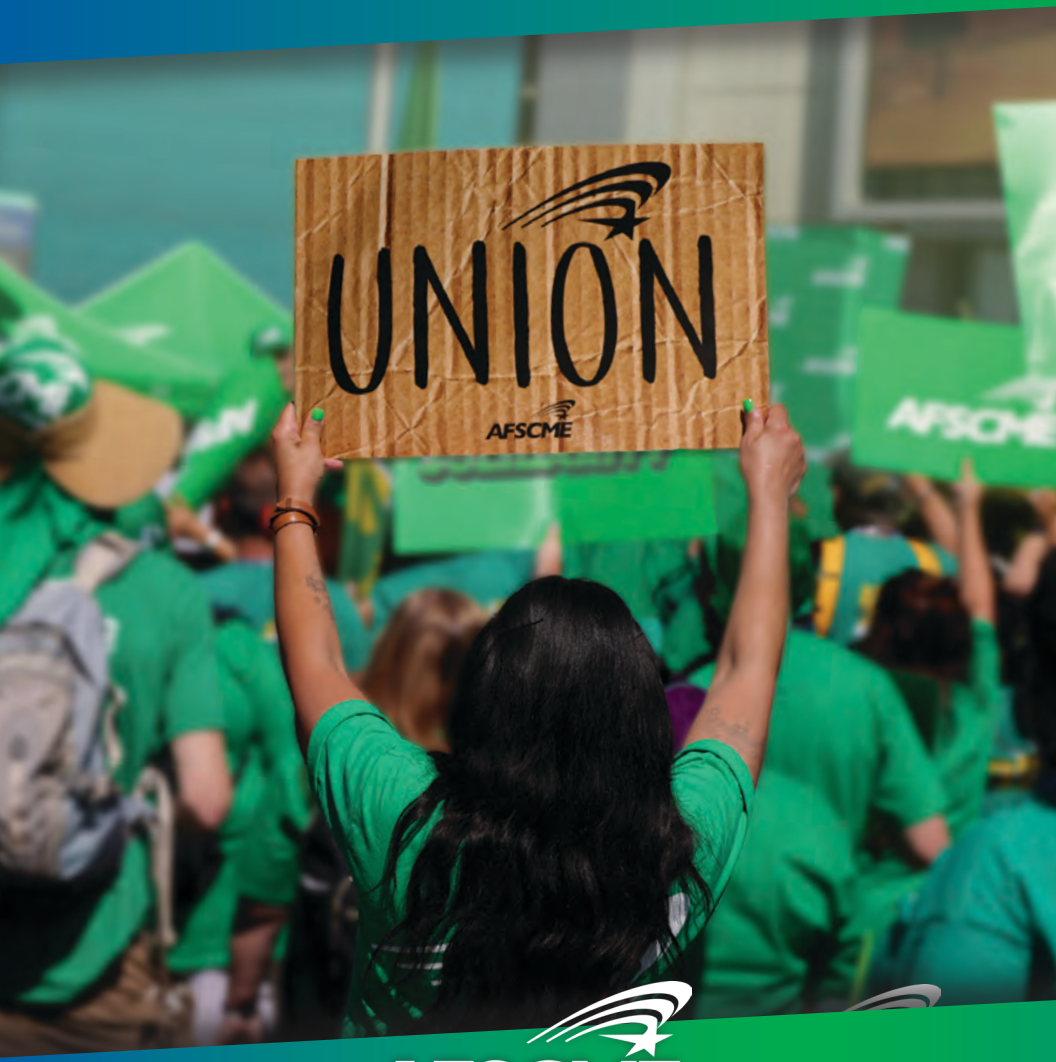
*AILPlus Health Services Discount Program is not available in NY. Lab Testing not available in MD, NJ, or RI.
This is a solicitation for insurance.
An AIL representative will contact members who return the reply card by mail or respond online to arrange a convenient time to deliver their certificate of coverage and other no cost offers and review other supplemental insurance benefits that may be available.

American Income
life insurance company

Miranda McKee
AIL Public Relations
317-379-9330 | MSMcKee@AILife.com

THE UNION THAT NEVER QUITS

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



AFSCME

WE ARE AFSCME

America's communities never rest. Streets need cleaning. Families need care. Students deserve well-run schools and our neighborhoods demand safety. That's why people who work in public service never stop. This isn't just a job. It's a calling. The work matters because it means something to make a community better.

AFSCME is the union of people who serve the public every day. AFSCME members provide the vital services that make America happen, and we believe everyone deserves a chance to fulfill the American Dream.

AFSCME believes everyone working to make their community safer, stronger and better deserves respect. We are a union of individuals, each with our own story, but we share a commitment to public service. Together, we win better lives for ourselves, our families and our communities. For people proudly committed to public service, we never quit.

Lee Saunders
President

Elissa McBride
Secretary-Treasurer

AFSCME

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WHO WE ARE

AFSCME members work everywhere our communities need us. We take care of people in hospitals, nursing homes, group homes, mental health care facilities and in their own homes. We provide transportation, sanitation and public works in our cities. We support the educational mission of universities, community colleges and public schools. We run cultural institutions like museums and libraries. We protect public health and safety. We design, build and maintain the infrastructure we all depend on every day. We drive students to school and keep them fed and safe. We help people get back on their feet with access to work, housing, job training, meals, child care and health care resources. We provide IT and clerical support to make sure systems function smoothly.

We are nurses. Social workers. Cultural workers. Child care and other direct care workers. Substance abuse counselors. Higher education employees. Librarians. Street maintenance workers. Engineers. Attorneys and legal aid workers. Food and environment inspectors. Probation, corrections and law enforcement officers. Doctors and veterinarians. EMTs and 911 operators. Bus drivers. Clerical workers. Scientists. And so much more.

AFSCME members set the standards of our pay, benefits and working conditions by coming together to negotiate for strong contracts. We fight for equity and justice in the workplace and in our communities. We negotiate not just for ourselves and our families but to meet the needs of the people we serve. We stand for excellence in public service.

We are AFSCME. Join us.

THE UNION DIFFERENCE

When working people and retirees in public service stand together, they stand in a position of strength. When AFSCME members face discrimination, poor working conditions or any form of unfairness on the job, our sisters and brothers are ready to stand with us.

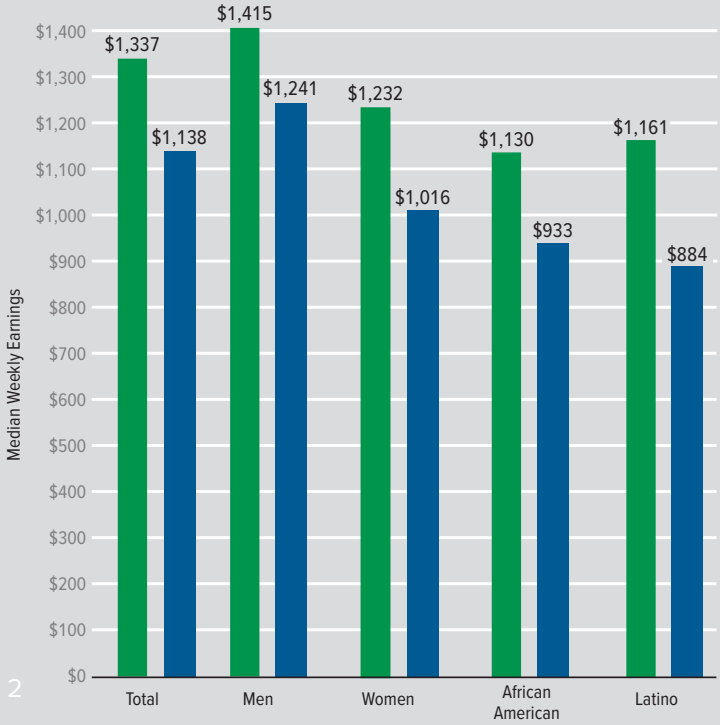
That's what makes AFSCME strong. We're effective at fighting for each other, for our families, for higher standards at our jobs and for the resources we need to serve our communities.

And we win. Workers who are union members earn 17.5% more than nonunion workers. The difference is even greater for women and people of color. And union members earn better benefits, like health care coverage and paid sick days. Ninety-five percent of union members have a retirement plan available, compared to just 72% of those not in a union.

Union members are better trained, have workplaces with higher safety standards and are more likely to have the resources we need to serve our communities.

"I have two jobs — one at a large community mental health non-profit and another at a hospital where I am an AFSCME member. The union difference is clear. Because of our union, there is accountability and transparency at the hospital."

— Ana Diodati
Social Worker
Oregon Health & Science University
AFSCME Local 328



UNION MEMBERS EARN MORE

Union
Nonunion

Source:
Bureau of Labor Statistics
January 2025

WHAT'S AT STAKE?

Corporate interests, the wealthiest 1% and their political allies are attacking the freedom of working people, especially those of us in public service, to join together and speak with one voice. In Washington, D.C., and in state legislatures across the country, they are using their outsized political power to attack our pay, reduce our health care, eliminate our pensions, weaken Social Security and even change the law to make it illegal for us to have a voice on the job.

"My co-workers and I organized with AFSCME to gain a voice at work. In our first contract we negotiated a higher starting wage, raises for years of service and an across-the-board increase."

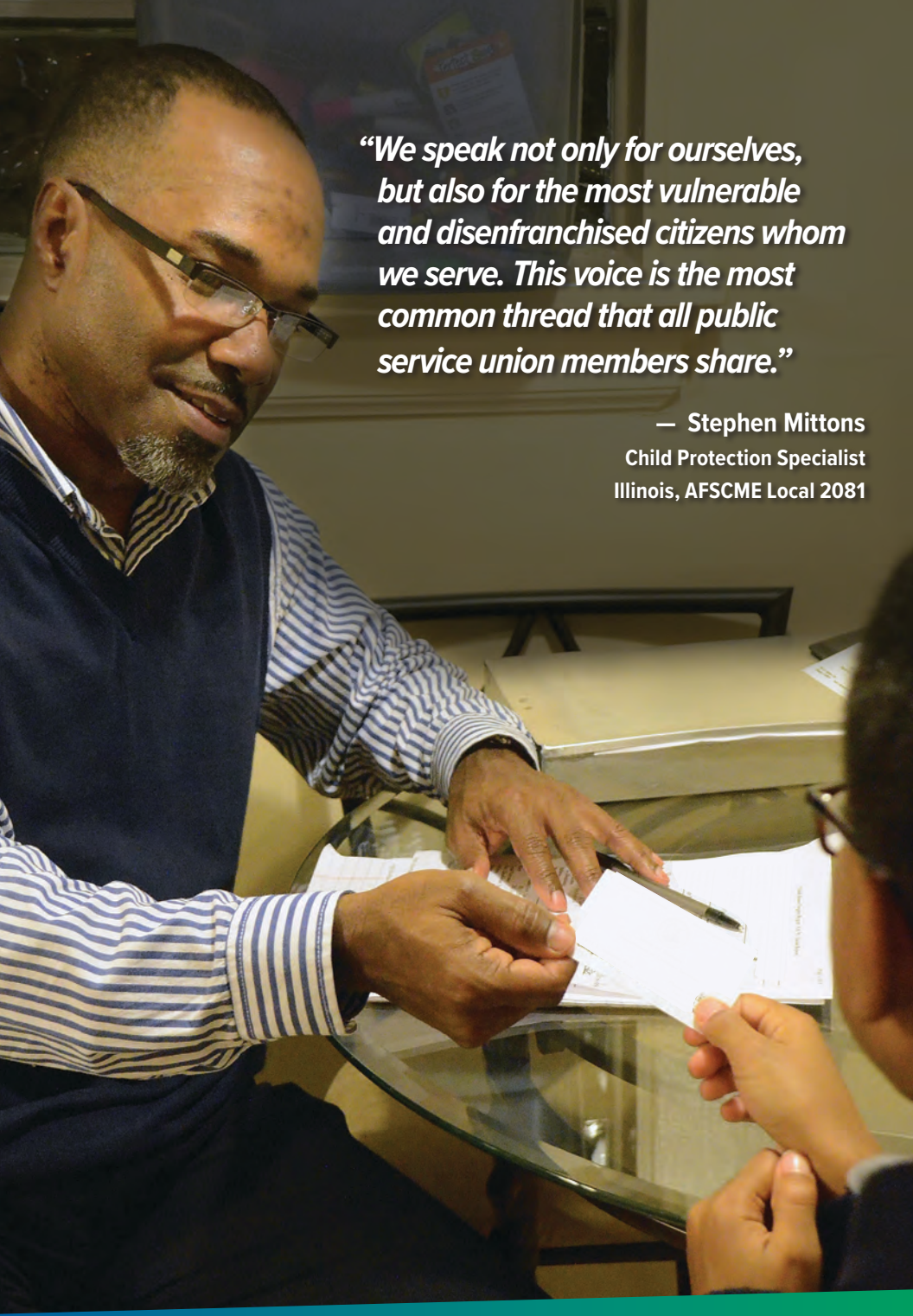
— Michael Peterson
Collections Technician, Minnesota Red Cross
AFSCME Local 3931

Why? They know that we are stronger together. They know unions make life better and raise the standards for all working people.

The only way to stop the attacks on our rights and to protect our wages, pensions, health care and more is to come together. That's why joining with your fellow public service workers in AFSCME to fight for a better life is so important.

"We joined with AFSCME because we saw the power in numbers. By working together with AFSCME, we voted in new school board members who support workers and who understand the important contributions we make to our school district."

— Julie Martin
Nutrition Service Manager, Kentucky
AFSCME Local 4011



"We speak not only for ourselves, but also for the most vulnerable and disenfranchised citizens whom we serve. This voice is the most common thread that all public service union members share."

— Stephen Mittons
Child Protection Specialist
Illinois, AFSCME Local 2081

THE AFSCME DIFFERENCE

HOW CAN WE GET MORE POWER ON THE JOB?

If you aren't a member yet, join the union! And if you are, get involved! We get more done together than alone. By building on the standards set by over 10,000 AFSCME contracts across the country, we are winning raises, rights and respect at the bargaining table, in state legislatures and city councils across the country.

"We affiliated with AFSCME to be stronger and more effective at the bargaining table, the city council and on the job! With AFSCME, we know we have sisters and brothers across the country who have our backs."

— Winston Ingram
Senior Household Hazardous Waste Technician
California, PEU AFSCME Local 1

HOW DOES COLLECTIVE BARGAINING WORK?

A committee chosen by you and your co-workers sits down and hammers out an agreement known as a "union contract" covering issues of concern with your employer. The bargaining committee sits at the bargaining table as equals with management and represents the united strength of all union members. The majority of members approve the agreement before it can become a ratified contract.

"I could not be more proud of what the Philadelphia Museum of Art (PMA) Union members have achieved. This contract is a game-changer for current PMA workers, for the future of the museum and for workers throughout the cultural sector. Our victory is the result of solidarity: our members' solidarity with one another and our community's solidarity with us."

– Adam Rizzo
Museum Educator
Pennsylvania, AFSCME Local 397

"We bargained our contract with the city of Boston to include funding to lower our housing costs. As a first-time homebuyer, I was able to decrease the amount of my down payment and secure a low-interest mortgage."

– Bahram Gharony
Mechanic
Massachusetts, AFSCME Local 944

SOLVING PROBLEMS IN THE WORKPLACE

A visible union creates a more just workplace. Many worksite issues are addressed by union members outside of contract negotiations.

LABOR-MANAGEMENT COMMITTEES

Many AFSCME locals have contract language creating standing labor-management committees or LMCs. An LMC is a joint committee between union members and management at the worksite or departmental level. The LMC meets periodically to discuss and resolve issues in real time and to resolve issues that may not be covered in a collective bargaining agreement. Many AFSCME unions have used LMCs to address workplace safety, staffing, mandatory overtime and other concerns.

"Labor-management meetings work. Recently, we won hazard pay for co-workers in the riskier units. We also changed a policy to put more distance between us and our more dangerous patients because many of us were getting hurt."

— Phillip Newton
Correctional Guard Therapeutic
Louisiana, AFSCME Local 1695

STEWARDS

An AFSCME steward is a volunteer or an elected official who is the front line of the union in the workplace. Stewards function as the worksite communicators, organizers and representatives with management. Stewards are familiar with work rules, policies and procedures, and help enforce the contract and identify workplace problems and issues. They are often the first people to turn to if you have an issue at work.

MEMBER ACTION TEAMS

A Member Action Team (MAT) is a communication network of volunteers who commit to talking regularly with up to 10 of their co-workers. MATs ensure every voice is heard and keep everyone in the loop by gathering information through one-on-one conversations; sharing updates on contract negotiations, labor management meetings and other union activities; circulating surveys and petitions to identify and solve problems; and signing up and mentoring new employees.

RAISING STANDARDS IN PUBLIC SERVICE

We are proud of the work we do and believe that all workers engaged in public service deserve fair wages, good benefits, a secure retirement, and the resources to do our jobs well. We also deserve a protected voice on the job to call out bad bosses and unfit working conditions. It doesn't matter whether the boss is a politician, a government bureaucrat or the CEO of a private company — public services matter!

"At a time when private corporations and private EMS were not giving out any raises, with AFSCME, we were able to obtain an 18% pay increase over three years."

— Ricky Rodriguez
Paramedic, American Medical Response
California, AFSCME Local 4911

"When we realized that new employees were being paid more than those of us who had seniority, we organized several actions against management. This resulted in an $8,000-$10,000 pay increase for nearly 200 people statewide."

– Meghan Rockwell-Ashton
Child Welfare Social Worker
Maryland, AFSCME Local 112

"We organized at Sharp HealthCare to raise health care standards in San Diego. With one powerful voice, we achieved higher standards in our work environment and, in turn, enhanced health within our community."

— Sam Ciechanowicz,
RN, Sharp HealthCare,
California, UNAC

WHAT IS OUTSOURCING?

"Outsourcing" occurs when a government body decides that a public service provided by public workers should instead be provided by a private contractor. It is also referred to as "privatization," "competitive sourcing" or "contracting out." Outsourcing often involves substituting nonunion jobs — with lower wages and few, if any, benefits — for union jobs with decent wages, health insurance and retirement benefits.

Outsourcing can put vital public services in the hands of businesses who care about profits instead of serving the public, while often costing taxpayers more money. But no matter the employer, everyone involved in public service deserves the power and protections of a union.

INSOURCING TO RAISE STANDARDS

AFSCME members have fought and won battles against privatizing well-paying jobs to low-standards contractors and have successfully insourced work to improve standards.

"When the Bristol Board of Education signed an agreement to outsource school cafeteria services, including more than 50 dedicated employees, AFSCME showed us how to fight back. We partnered with the community and other labor groups to stop the outsourcing by voting out the board and negotiating a fair agreement."

— Enrique Feliciano
Custodial Worker
Connecticut, AFSCME Local 2267

"As contract employees, my co-workers and I fought for almost a year to be hired by the university. My life has changed dramatically since we organized to become University of California workers. I'm now a proud Local 3299 member. I used to make $10 an hour without benefits; now I make $20 an hour and I have quality health care and a pension."

— Consuelo Barrera
Senior Custodian
California, AFSCME Local 3299

THE POWER OF SOLIDARITY

The power of a union like AFSCME doesn't lie in its leadership, or in any one member. Our power comes from *solidarity*: the willingness of all of us to stand together. Whether it's people in your unit, your local affiliate, or all 1.4 million AFSCME members, when you're in our union, someone always has your back.

You don't negotiate the terms of your employment on your own. We stand together so we negotiate with power. If something isn't right at your workplace, you never have to fight alone.

Solidarity means we stand together, no matter what the challenge.

"We joined together with two other unions to negotiate a five-year agreement with our new employer when it took over food service operations at the clinics. We won pay and benefit increases, more leave time, holiday pay and defined shift times that mean more money in our pockets and more time with our families. That's the power in numbers and that's the power of our union."

— Scott Rodriguez
Cook, Morrison Healthcare
Minnesota, AFSCME Local 1856

VOLUNTEER MEMBER ORGANIZERS

There are no better advocates for AFSCME membership than current AFSCME members. Volunteer member organizers (VMOs) visit potential members, often traveling to other regions of the country, to speak firsthand about the benefits of being in a union.

VMOs tell stories from the heart about what it means to have your AFSCME family behind you when you face difficulties on the job. They explain the difference that being in a union makes, with higher pay, better benefits and a secure retirement.

Current AFSCME members serving as VMOs can also help demystify the process of organizing and explain the structure of the union as well as all the benefits of joining.

VOLUNTEER
MEMBER
ORGANIZER

INCREASING POLITICAL POWER

WHY DOES AFSCME GET INVOLVED IN POLITICS?

Serving the public means electing leaders who support the work we do to make our communities stronger and holding those leaders accountable. Our jobs, wages and working conditions are directly linked to politics. From privatization to budget cuts, politics at the federal, state and local levels affects public services, workers and the people we serve.

Our political activities protect our retirement security, fair pay, decent benefits, access to health care and the values working people share.

We support politicians who support us, no matter their political party or affiliation.

"When our legislature wouldn't pass the budget, we ran a successful 'Fund Our Contract' campaign with 10,000 members participating in local events. We know the importance of showing our presence to our community and local legislators."

— Russell Glatt
Social Service Specialist, Washington, AFSCME Local 1253

DO MY DUES PAY FOR CONTRIBUTIONS TO POLITICAL CANDIDATES?

Under federal law and many state laws, union dues cannot be used directly to fund political candidates, although they may be used to support some state-level candidates.

"Our members went through the books and were able to lobby the mayor, the Shelby County Corrections Department and the county commissioners to show that our responsibilities were the same, but our pay was unfairly lower than a similar job title. Members will see a 20% raise – those making $38,000 will see their salaries increase to $53,000."

— Jason Hunter
Local President, Tennessee, AFSCME Local 1733

HOW DOES AFSCME MAKE POLITICAL CHANGE HAPPEN?

AFSCME makes political change happen through PEOPLE, our political and legislative arm. PEOPLE is run by AFSCME members who participate in committees at the local, state and national levels. PEOPLE committees work to elect politicians and support legislation responsive to the needs of public service workers.

AFSCME PEOPLE

AFSCME members have a voluntary, independent, political organization called AFSCME PEOPLE. Because federal law and the laws in many states prohibit unions from contributing directly to candidates and political parties, AFSCME PEOPLE relies on voluntary contributions from AFSCME members to elect candidates who understand the needs of working families and support their interests.

People who work in public service understand the needs of their communities better than anyone. You are on the front lines and you see how the laws and policies passed on the federal, state and local levels affect the people you serve.

And as someone who is devoted to your community, you deserve respect for the work you do. That means fair wages, good benefits and a secure future for you and your family. And you deserve a voice – whether it be in your local city council, at the state legislature or in the halls of Congress – as powerful as those of corporate CEOs and the wealthiest Americans. AFSCME PEOPLE gives us that voice.

We have that power when we stand together to support electing officials who support us and our values.

No matter what political party you support – or if you don't support one at all – you can stand with your sisters and brothers to help elect people who support us.

HOW CAN I JOIN PEOPLE?

There are a few ways to join PEOPLE. Talk to your steward or local leadership about signing up for PEOPLE membership.

And of course you can contact the International Union to join PEOPLE as well. Visit **afscme.org/people** or call 202-429-1126.

"Being part of a strong union means having a voice on the job. It means being taken seriously. It means working together to improve the services we provide, as well as conditions in the workplace, and, frankly, to improve our relationship with management."

— Kelli Patrick
Eligibility Specialist
Ohio, AFSCME Local 1746

HOW AFSCME WORKS

WHO RUNS AFSCME?

You do. AFSCME is run by AFSCME members. Every member has a vote in the election of local union officers and board members, as well as the ratification of contracts. Members decide on policies, activities and dues.

And as AFSCME members, we are protected by the Members' Bill of Rights.

AFSCME'S STRUCTURE

All AFSCME members are members of a local union made up of your co-workers in your community. Your local consists of officers elected by you and your co-workers. Most locals belong to a council, which represents multiple locals in a single state or in several states.

Every two years, AFSCME holds its International Convention. AFSCME members elect delegates, who debate and vote on the union's policies. Every four years, the delegates elect the International Union's President, Secretary-Treasurer and 34 International Vice Presidents. All officers are accountable to AFSCME's membership.

THE ROLE OF THE INTERNATIONAL UNION

The AFSCME International Union, headquartered in Washington, D.C., coordinates the union's actions on major national issues such as outsourcing, health care, Social Security and federal funding to states, and workers' rights. AFSCME International carries out certain national functions such as lobbying for our interests in the U.S. Congress and coordinating political activities for federal elections. It also provides resources and expertise to councils and local unions in areas like collective bargaining, communications, organizing and more.

The International Union fights for the basic rights and benefits AFSCME members have earned, like fair overtime, anti-discrimination rules and secure retirements. AFSCME is on the front lines of the battle against special interests' efforts to reduce your rights and your standard of living.

The International Union also communicates members' stories and priorities through innovative communications campaigns. Whether we're organizing new members, fighting for better contracts, or working to secure our rights, we use the latest technology to spread our message. With video, social media and traditional channels, AFSCME members' voices are always heard loudly and clearly.

AFSCME MEMBERS' BILL OF RIGHTS

AS AFSCME MEMBERS, WE HAVE THE RIGHT TO...

1. MEMBERSHIP

No person otherwise eligible for membership in this union shall be denied membership, or otherwise discriminated against as a member, because of race, creed, color, national origin, ethnicity, sex, age, sexual orientation, gender identity or expression, disability, immigration status, or political belief.

2. FREEDOM OF SPEECH

Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.

3. FREEDOM FROM BOSSES

Members shall have the right to conduct the internal affairs of the union free from employer domination.

4. FAIR ELECTIONS

Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates, and proper election procedures which shall be constitutionally specified.

5. HOLD OFFICE

Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.

6. REVIEW FINANCIAL RECORDS

Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not be limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers elected for that purpose or by independent auditors not otherwise connected with the union.

7. VOTE

Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union, and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.

8. DUE PROCESS

Charges against a member or officer shall be specific and shall be only on grounds provided in this Constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.

HOW CAN I GET INVOLVED?

MY CO-WORKERS ARE IN AFSCME, BUT I'M NOT A MEMBER

The best way for nonmembers to get involved is to join AFSCME! Ask the steward at your workplace how you can join the union and stand with your co-workers for fair treatment on the job.

I AM A MEMBER

AFSCME members can help grow our union to make us even stronger:

- Become a volunteer member organizer to bring new members into the union.
- Join PEOPLE to help us grow our voice in state capitals and Washington, D.C.
- Join mobilizations when your fellow members are fighting for fairness on the job.
- Attend an organizer or steward training to become a leader in your own union.
- Join a workplace labor-management committee, a member action team or a contract action team to keep your co-workers informed about what's going on in the union.

For more information about these ways to get involved, visit **afscme.org**

I AM A NONUNION PUBLIC SERVICE WORKER

Call us! AFSCME staff can walk you through the process of forming a union with your co-workers.

For more information, contact us at **organize@afscme.org** or 202-429-1260.

MEMBER BENEFITS

Being AFSCME strong means your union can leverage benefits and discounts not available to individuals.

The AFSCME Advantage programs offer many money-saving benefits for working and retiree members. Members have access and discounts to benefits that are essential to your everyday living.

Your family members even benefit from your union membership as they are eligible to apply for some of the Advantage benefits.

POPULAR BENEFITS INCLUDE:

- **Scholarships:** Take advantage of several that are available. Take the time to learn about them and apply.
- **AFSCME Advantage Credit Card:** Pay no annual fee and become eligible for job-loss benefits.
- **Accidental Death Insurance:** Get up to $20,000 of accidental death insurance at no cost for the first year.
- **AT&T Wireless:** Save money on your monthly bill and up to 20% on eligible accessories.
- **Auto Insurance:** Save hundreds of dollars; add homeowners insurance and save even more.
- **Credit Counseling:** Get a FREE consumer credit counseling session and get back on the road to financial recovery.
- **Legal Services:** Get attorney references and a half-hour of no-cost consultation. Upgrade to premium for a low monthly fee.
- **Mortgage Program:** Receive a gift card ranging from $300 to $500 after closing.

"I appreciate all the benefits made available through the union. It's a wonderful program."

— Georgia Veiga
Clerk, New Jersey, AFSCME Local 3440

To learn more about AFSCME Advantage services, check our website at *AFSCME.org/advantage* or call 1-800-588-0374.

AFSCME

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Sign up for email and text alerts at

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