



LOCAL 552 PROBATION AND PAROLE

This newsletter contains information from Council 5, along with information from your hard-working Executive Board Team!



PO Promotional Process

As you may have heard, there has been a change to the PO promotional process. To promote to a senior PO, documentation is submitted, however there is no review panel currently. To promote to career, an agent must go through a review panel (made up of probation officers and other criminal justice partners). Several members have put in for a promotion, only to be told that they do not qualify or do not meet the demonstrated competencies set forward by the review panel. Demonstrated competencies need to be shown by the employee for their application for promotion to move forward. Several questions are asked during this panel process, to include your trainings and proficiency in evidence-based practices, working with criminal justice stakeholders and the softer skills associated with being an agent, such as how you get along with your client and how are you supporting them in their goals?

Supervisors, in a few instances, have submitted promotional materials without fully comprehending the policy. We as the local have asked that they all be trained in the same manner regarding qualifications so that applications do not advance forward if they are not qualified. Management has stated that they have been working with supervisors to ensure that they understand the process. We will continue to talk with management as things come up regarding this policy. If you have any additional questions, please reach out to Amy Barthels or Jenna Williams.

INTERNATIONAL CONVENTION: JULY 11-15, 2022 IN PHILADELPHIA, PA

The 45th annual international convention of AFSCME is coming up in July! The theme is “All Together.” Local 552 can send 3 people this year. If you are interested in attending, please let me know by May 25, 2022. We will be taking a vote if more than three people wish to attend. You must be in good standing with the local. Hotel, airfare, and lost time will be covered by the local.

Dues Changes 2022

AFSCME Council 5 has implemented a change to dues for 2022, in accordance with the constitutions of Local 552, AFSCME Council 5 and AFSCME International. Starting January 1, the dues will be calculated at 1.150% of your pay period's gross wages. Please let me know if you have any questions.

LABOR/MANAGEMENT HEALTH CARE UPDATES

March had \$3 million more fees due to larger claims. This includes services provided in late 2021, early 2022. For the time period of January 2022-March 2022, medical costs are running at 118.7% of budget, which has yielded a deficit of \$6,081,659 to date. The final plan year results could differ. Medical costs for the most recent 12 months are \$1,145.89 per member per month (PEPM) compared to \$1,166.07 PEPM for the prior 12 months, which is a 24% differential.

Medical costs for the current plan period year to date (YTD) are at \$1,545.97 PEPM compared to \$1,309.04 PEPM for the prior plan period YTD, which is a 18.1% differential.

Total Medical and Pharmacy Claims

Medical:	\$12, 895,641
RX:	\$1,949,478
Variable Fees	\$15,009
Total Gross Paid Claims	\$14,860,128
RX Rebates	\$(197,187)
Preventative Dental	\$53,229
Total Adjusted Paid Claims	<u>\$14,716, 170</u>

Reserve Analysis (YTD)

Cash Balance through March 2022 \$37,160,922

Incurred but not reported liability estimate: \$11,339,000

Rate stabilization reserve (amount we have to have on hand): \$23,269,000

Surplus reserve as of March 2022 \$2,552,922

Interest Earned on the Reserve-March 2022: \$19,289

Summary of COVID Related Costs

Tests	4,840
Total Allowed +Services	\$1,349,250
Positivity Rate	9.63%
Vaccines:	838
Total Allowed:	\$38,354
Registry	
Members with Positive COVID Diagnosis	536
Total members with COVID Inpatient Admit	25
Avg Paid per member (positive result)	\$3,805
Total Allowed:	\$2,242,153

TOTAL ALLOWED:

\$3,629,756

Please note that these numbers only reflect those in our Health Care plan

MAY IS MENTAL HEALTH MONTH

This is a reminder to focus on our mental health and well-being! Some of the programs offered by Hennepin County include:

- Employee Assistance Program
- Virgin Pulse Health and Wellness Platform
- Wellness Classes
- Health Coaching
- Learn to Live-Online program for anxiety, stress, depression, social anxiety, insomnia, or substance use. For employees and family members ages 13 and older
- Employee Resource Page: Compilation of wellness resources to support your overall health and well-being.

The county health plan offers generous mental health care coverage, no copay or deductible for mental health and substance use office visits for providers insider or outside of your plan's network, and no limit of visits for any provider.

There are some planned events for Mental Health month. They include:

Defeating loneliness for a healthier life. This Learn to Live webinar helps you explore your own factors for connectedness, identify practical ways to become more connected, and ways to remove the barriers that keep you isolated. Register in APEX---May 12, 2022 !2 noon to 12:30pm

Getting Unstuck: The science of moving forward. You will learn practical ways to restore your well-being through specific actions and an intentional approach to difficult thoughts and emotions in this Learn to Live webinar. Register in APEX---May 19, 2022 2:30-3pm

Mental Health speaker panel in partnership with The Stability Network: The event will showcase trained speakers sharing their lived experiences managing a mental health condition to help change the mental health narrative. TBD-June. This event ill also be recorded

Restorative 30-minute yoga class with Marjorie Grievous. Classes are held on the first Monday of the month. RSVP and get the link to join on the Virgin Pulse events calendar

Domestic Partner Coverage Survey

A survey was sent out by email a couple of weeks ago to determine whether members saw a benefit to this type of coverage. The county, and LMHCC, are exploring this option as a benefit to our health care coverage. 82% of respondents felt that this coverage was needed. This qualitative study yielded several comments from members, stating that it would be more equitable and more culturally competent in response to how people view marriage as an

ideology. Next steps include a report being generated and shared with management. More info to come!

Co-Chief Steward's Report

Greetings 552 members!

We wanted to update you about the application process that has become streamlined through HR and their tool, NEOGOV. It may have been a while since anyone has used this portal OR maybe it's even your first time. We hope to help walk you through this change because all applicants will now be required to apply through NEOGOV whether you're trying to move laterally, promote, or try something completely new and going open competitive. Our contract's language around lateral applicants indicates:

"REGULAR EMPLOYEES within the same class and department may indicate to the EMPLOYER in writing, their interest in being considered for reassignment to fill the vacant position. Prior to filling the vacancy, the EMPLOYER will give reasonable consideration to the senior qualified REGULAR EMPLOYEE who has requested reassignment to the vacant position, and will interview the seven most senior qualified applicants/employees when a vacancy occurs."

So here are some questions we had and answers we got:

Q: What happened to the lateral interest memos we used to be able to send?

A: Management indicated by utilizing that process it would create inefficiencies in the hiring process which would delay getting a person in a position for quite some time.

Q: Why do we have to do it this way?

A: By having all applicants utilize NEOGOV, it keeps better track of applicants, keeps statistics and data for monitoring, and doesn't change the same considerations that should be given to the senior most qualified regular employees internally interested in the position.

Q: How will we know if we're competing with DOCCR applicants, County applicants, or the whole world?

A: Each posting will state one of the following things – "Internal DOCCR candidates only" or "Internal Hennepin candidates only", or it won't state anything which means that it's OPEN COMPETITIVE.

Q: How do I use NEOGOV?

It's fairly easy to use. Start by creating an account, select the position you are interested in applying for, fill in all your information from your paper resume, update your contact info, answer their supplemental questions, add your attachments, and hit submit to finish. It sends you a reply email confirming you applied and lets you know updates through email notifications as your application moves through the process.

If you need help with this change or have questions, please reach out to a Steward! We're here to support you.

Christina Thompson
Co-Chief Steward

Council 5 Update: Executive Director Julie Bleyhl

New U.S. Supreme Court Justice!

On April 7, 2022 the U.S. Senate voted 53-47 to approve the nomination of Ketanji Brown Jackson to be the next Associate Justice of the United States Supreme Court! This is a historic moment for our country and renews hope to millions of Americans as we work together to create our new future rooted in democracy, rule of law, justice for all, and the principle that nobody is above the law. Jackson has served as a trial judge, district court judge, public defender, and appeals court judge. Her nomination was supported by labor unions (including AFSCME), countless former Supreme Court clerks, the Fraternal Order of Police and the Chiefs of Police Association, and ultimately received support from every Democratic US Senator and 3 Republican US Senators. Ketanji Brown Jackson will be the first African American woman to be on the Supreme Court. We thank Senator Amy Klobuchar for her incredible work on the Judiciary Committee, as well as her and Senator Tina Smith's vote to confirm Jackson to the highest court in our country.

2022 AFSCME Council 5 Day on the Hill Success

During Day on the Hill this year, more than 400 members of our union family gathered together in solidarity to hold elected officials' feet to the fire and ensure our legislative priorities are heard loud and clear. Members met with over 150 lawmakers to discuss our priorities! And in the morning plenary session, I was proud to address our members, as well as listen to speeches from Council 5 President Eric Hesse, Governor Tim Walz, Legislative Director Ethan Vogel, and hearing several member stories highlighting a few of our many legislative priorities. Together, we will continue to carry on our Council's incredible legacy of member mobilization and activism! Thank you to all who attended and made this event a great success.

When it comes to activism at the legislature, city councils, county boards, and other elected/appointed deliberative bodies, voting in elections, and staying engaged, I am reminded of what I shared during Day on the Hill with regard to our solidarity and love for the brave freedom fighters in Ukraine and our own fight to create a better society here at home.

The Union Value:

Corporate-funded organizations are trying to get some AFSCME members to give up their membership and lose their voice on the job. We won't let that happen!!!

There is enormous value in your union membership:

- Strong Wage Increases
- Paid Sick and Vacation Leave
- Medical, Prescription, Dental and Vision Benefits at an affordable cost

- Short-term and long-term disability insurance
- Life Insurance
- Retirement Benefits
- Dignity and Respect in the Workplace
- Seniority and Due Process Rights
- Fair and Equal Overtime
- Respectable working conditions (breaks, overtime, safety, staffing, etc).
- Fair and equitable treatment
- Representation in the workplace and in the halls of power

UNLIKE NON-UNIONIZED WORKERS, WE HAVE A VOICE IN OUR WORKPLACE

FRONTLINE WORKER PAY PASSES!!

FOR IMMEDIATE RELEASE

April 30, 2022

We Must Respect and Honor Frontline Worker Heroes; More is Necessary

AFSCME Council 5 Executive Director [Julie Bleyhl](#) released the following statement after the Legislature passed Unemployment Insurance and Frontline Worker Pay legislative package:

“Governor Tim Walz, Speaker Melissa Hortman, and Senate Majority Leader Jeremy Miller reached an agreement and passed legislation to provide \$750 ‘hero pay’ checks to around 660,000 front line worker heroes who Make Minnesota Happen. However, we are disheartened the State Senate Republican majority egregiously rejected more in ‘hero pay’ for our frontline workers. Despite this, we are glad this agreement at least included an expanded definition of eligible frontline workers who can access this ‘hero pay’ check.

“It is clear that our near \$10 billion budget surplus was built off the backs of our frontline workers continuing to do the work that keeps our economy running and our communities safe. **These frontline worker heroes deserve more** for their critical contributions to our state and **the great risk they faced going into work with an unknown and dangerous virus, including without proper PPE for months in the early stages of the pandemic.** Our union will never stop fighting for all working people who work every single day to bring excellence to public services, dignity in the workplace, and opportunity and prosperity for all workers.

“At a time in which dozens of large corporations have earned billions in profit built off our labor and paid \$0 in taxes, it is a slap in the face of all working people and our frontline worker heroes that they get very little in comparison to the enormous value they bring to our economy and communities.”

Frequently Asked Questions

Q: Who is eligible to receive frontline worker pay under this agreement?

- Long-term care and home care
- Health care
- Emergency responders
- Public health, social service, and regulatory service
- Courts and corrections
- Child care
- Schools, including charter schools, state schools, and higher education
- Food service, including production, processing, preparation, sale and delivery
- Retail, including sales, fulfillment, distribution, and delivery
- Temporary shelters and hotels
- Building services, including maintenance, janitorial, and security
- Public transit
- Ground and air transportation services
- Manufacturing
- Vocational rehabilitation

Q: If I am an eligible worker, what other requirements are there to receive this check?

You must have:

- Worked for at least 120 hours (in MN) between March 15, 2020 and June 30, 2021.
- Not been able to telework due to the nature of the work (at least 120 hours of non-telework would meet eligibility requirements for workers who had to perform some duties in-person) and worked in close proximity to individuals outside of their home.

- Met income requirements for either tax year 2020 or 2021:
 - Direct COVID-19 patient care responsibilities:
 - Adjusted Gross Income of \$350,000 or less for married taxpayer filing joint;
 - Adjusted Gross Income of \$175,000 or less for all other filers
 - All others (*not* with direct COVID patient care):
 - Adjusted Gross Income of \$185,000 or less for married taxpayer filing a joint return;
 - Adjusted Gross Income of \$85,000 or less for all other filers.
- Not received unemployment insurance benefit payments for more than 20 cumulative weeks.

Q: Will I automatically receive this benefit?

- No, you will need to apply with the Department of Labor and Industry. We will share more information as soon as it is available.

Q: Will this benefit be considered income and taxed?

- No. Taxes will NOT be withheld and you will NOT need to report this benefit as income.

Q: How much will I receive if I am eligible?

- If every anticipated eligible worker applies (667,000), then each person will receive roughly \$750. The amount may go up if fewer workers apply.

Q: How has our union worked on this legislation?

- More than one dozen members of our union testified in support of frontline worker pay and we fought for and **we will continue to fight to secure more for our frontline worker heroes**. We stood strong for \$1,500 checks (at least) for our frontline worker heroes; however, the State Senate undeniably refused to increase their proposal to this amount and, in fact, wanted to leave hundreds of thousands of frontline workers in the

cold and receive \$0. **Our union will stand strong in our fight for more to honor our frontline workers because the work of these heroes is priceless.**

AFSCME MemberLink: Being an AFSCME member has great perks!

MemberLink is an online treasure trove of tools and information for AFSCME Council 5 members. You can contact your local union leaders or field representative, download our contract, update your personal information, find important forms and documents, sign up for direct dues (council 5 collects dues instead of Hennepin County) and get the latest, members-only updates for your local and Council 5. Go to www.afscmemn.org and look for the green “MemberLink” tab in the upper right corner to get started! Our Member Action Center (MAC) is a great resource for members if you have any questions Monday through Friday, 8AM to 5 PM. Our Field Representative is Kate Black. If you know of someone who wishes to join, they can go online (listed above) or call the Member Action Center at 651-450-4990 or 1-800-652-9791, or email Council5@afscmemn.org

Respectfully,

A handwritten signature in black ink, appearing to read 'Latonya Reeves', with a long horizontal flourish extending to the right.

Latonya Reeves

Career Probation Officer

President, Local 552

President, AFSCME Hennepin County Policy Committee