



# STATE OF THE UNION

THE NEWSLETTER OF THE MFT59



Volume 2 | Issue 1 | Date: September 4, 2018 | Minneapolis Federation of Teachers, Local 59, 67 8th Ave NE, Minneapolis, 55413

## CALENDAR

*Unless otherwise noted, all meetings are at MFT59's offices, 67th 8th Ave NE, 55413*

### Monday, September 10th

Joint Officer Meeting, 4-5:30

### Thursday, September 13th

Bargaining Team Meetings, 4:00pm

ESP Chapter Meeting, 6:30pm

*A calendar for the full school year (with those meetings currently scheduled) can be found on the main page of the MFT59 website: [mft59.mn.aft.org](http://mft59.mn.aft.org).*

## #RED4ED!

During the annual NEA RA in July, members voted to make Wednesdays #red4ed day and encourage educators to show support for all our union siblings across the country -- and right here in Minneapolis -- by wearing **RED** on **WEDNESDAYS**.

Since your union is changing the day of bargaining year, we hope you will wear your MFT59 **BLUE** on **THURSDAYS**!



Post pictures of you & your site staff on the MFT59 FaceBook or Twitter with the #red4ed hashtag, or email them to [teacher@mft59.org](mailto:teacher@mft59.org).

**"The only effective answer to organized greed is organized labor."**

**— Thomas Donahue**

## WELCOME BACK, UNION EDUCATORS!

Back to school time brings back the MFT59 weekly newsletter, *State of the Union*. With your first week behind you take a moment to peruse this week's issue, which focuses on the information you should know as an MFT59 member about steward elections, your rights in administration meetings, and the start of the 2019-21 contract campaign. There is also a printable page of union contact information - but

remember - never use district resources for union printing!

Upcoming issues will highlight individual members and their reasons for being union educators. If you are willing to share a short story (100-150 words) about what the union means to you, email **Mary Manor**, [teacher@mft59.org](mailto:teacher@mft59.org).

You can also email Mary with any information you think is important to include in an upcoming *State of the Union*.

## SITE STEWARD ELECTIONS

Have you considered defending our MFT59 contract in your building? Becoming part of your steward team is a great way to get involved as an elected union official. Stewards attend monthly member meetings, run union meetings at their site, and represent members in disciplinary meetings with administration. Defense of the contract is an essential part of union work, as

administration does not always respect the hard-won language that defines the working environment in which educators exist daily.

Article 13 of the MFT59 Constitution provides guidelines for the yearly elections:

*Section 1: Each chapter shall have one steward per work site to be*  
(continued on next page)

## 2019-21 CONTRACT CAMPAIGN

Over the summer, leadership from the last contract campaign, Brionna Harder, Caroline Hooper, Jill Jacobson, Mary Manor, and Michelle Wiese, met to revisit and revise the campaign team structure.

This year's campaign will be composed of three teams, the

"NeT" (or negotiations team), "BAT" (or building action team), and "CAT" (or community action team). These three teams will be responsible for hosting listening sessions with members and the community, reviewing proposals, writing or re-writing contract  
(continued on next page)

## WEINGARTEN RIGHTS: YOUR RIGHT TO UNION REPRESENTATION

The US Supreme Court has ruled that the National Labor Relations Act gives workers the right to request union representation during investigatory interviews by supervisors, security personnel, and other managerial staff. These are called *Weingarten Rights*.

An investigatory interview occurs if: 1) administration questions you to obtain information; **and** 2) you have a reasonable apprehension that your answers could be used as a basis for discipline or other

adverse action.

You must ask for union representation either at the beginning of or during the interview. Administrators **do not** have to remind you of this right.

If your request for representation is *denied*, the union advises you to attend the meeting, but repeatedly insist on your right to representation. If you persistence fails, refrain from answering questions and contact the union

office as soon as possible. This is an unfair labor practice and should be immediately reported.

The building steward attends the meeting with you, the member, to ensure the contract is being upheld. They will act as your witness and take notes for future reference. They may also suggest that you contact one of the union business agents to further discuss the issue addressed in the meeting.

## STEWARD ELECTIONS, CON'T FROM PAGE 1

*elected annually by the last day in September by the members at that site.*

*Section 2: If no steward is elected, the chapter president shall be able to appoint a steward to serve until the following year's election.*

*For information - there has been an amendment offered to the language above which will provide a constitutional basis for steward teams (of two or more stewards), which has been past practice at many sites.*

Voting on this (and all union matters) should *always* be by secret ballot. A printable ballot is available on the MFT59 website.

A member who is neither a current steward nor running for steward must provide and collect ballots, tally results, announce the outcome of the vote, and email the name of the site and names of new stewards to [teacher@mft59.org](mailto:teacher@mft59.org) so the steward list can be updated.

When your site has completed the steward elections for the 2018-19 school year, stewards should provide their personal email address to all members at the site and should obtain the personal email addresses of all members, so union communication can take place outside of the MPS IT system. Many sites have found it helpful to set up a Google Group for announcements.

## CONTRACT CAMPAIGN, CON'T FROM PAGE 1

language, working in buildings to build support for the contract campaign and the union in general, and working with community members to build relationships that are mutually beneficial to all.

Last year's contract campaign represented a significant shift in member involvement from many previous campaigns, with a 40+ person team convening weekly to discuss priorities, write proposals, plan actions, and meet with the MPS negotiations teams.

This year, the campaign leadership

team hopes to build on last year's successes, inviting even more members to be a part of organizing, planning, and participating in negotiations and contract actions.

In the coming weeks, the campaign leadership team will be seeking members for the NeT, BAT, and CAT teams who would like to participate in helping to secure a contract that will benefit both MPS educators as well as our students, families, community, and schools.

The NeT (negotiations team) will also be distributing a membership survey focused on "The Schools Our Students Deserve" and "Our Working Conditions are Our Students' Learning Conditions," which together encompass the student-focused *and* "bread-and-butter" issues essential to a strong campaign.

Campaign team meetings will be held Thursdays at 4:00 at the MFT59 offices, with the intent for negotiations with the District to begin in February 2019.

## MFT59 EXECUTIVE BOARD MEMBERS

<b>President</b> Michelle Wiese (MFT)	mwiese@mft59.org
<b>1st Vice President</b> Mary Manor (South, MFT)	teacher@mft59.org
<b>2nd Vice President</b> Jill Jacobson (Roosevelt, MFT)	jjake61@gmail.com
<b>Recording Secretary</b> Greta Callahan (Bethune)	greta.callahan@gmail.com
<b>Treasurer</b> Robert Kohnert (Southwest)	kohn0062@gmail.com
<b>Mpls Regional Labor Federation Chair</b> Rebecca Miller (ECSE Wilder)	rebeccajmiller6@gmail.com
<b>Executive Board</b> Kimberlee Adams (Northeast) Maureen Dowling (Roosevelt) Paul Hegre (Davis) Alex Hoselton (Southwest) Shawntel Jenkins (Harrison) Shannon Nordby (Roosevelt) Robert Panning-Miller (South) Katy Tharaldson (Hale) Marium Touré (Davis) Jennifer Vaillancourt (Folwell) Anne Wagemaker (Lucy Laney)	kimberleejadams@yahoo.com maureendow@gmail.com paulhegre@mac.com ahteacher@gmail.com sjenkins14@msn.com shedb001@gmail.com rpm1717@yahoo.com katytharaldson@hotmail.com mktoure@gmail.com mrs.v.teaches@gmail.com wageae@yahoo.com

## MPS REFERENDUM - VOTE NOVEMBER 6TH

MPS is asking for voters to approve two referendum questions this November, the first for \$18 million in general fund dollars and the second for \$12 million for technology, which will free up much-needed money for student support services. MFT has endorsed the referendum questions and is looking for teachers and ESPs to help contact voters, serve as building captains, and recruit parents and community members to table at Fall Conferences. Captains will pick up materials from MFT59 and take them to sites for distribution to educators who live in Minneapolis. To get involved please contact [dhogan@mft59.org](mailto:dhogan@mft59.org) or call 612-529-0539.



**The labor movement is the principal force that transforms misery and despair into hope and progress.**

**-- Martin Luther King Jr.**

## MFT59 CONTACT INFORMATION

**MFT59 Main Phone:**  
**612-529-9621**

**Fax:** 612-529-0539

### Office Staff:

**Devin Hogan,**  
**[dhogan@mft59.org](mailto:dhogan@mft59.org)**

Devin is at the front desk from  
1:00 - 5:00 pm Monday - Friday.

### MFT59 Business Agents



**Bonita Jones -**  
612-287-0278  
[bjones@mft59.org](mailto:bjones@mft59.org)

**Mike Leiter -**  
612-287-0260  
[mleiter@mft59.org](mailto:mleiter@mft59.org)



Contact 1st Vice President  
Mary Manor with questions,  
comments, etc. related to the  
*State of the Union:*  
**[teacher@mft59.org](mailto:teacher@mft59.org)**

## FIND US ONLINE!



[@mftlocal59](https://www.facebook.com/mftlocal59)



[@mft59](https://twitter.com/mft59)



[teacher@mft59.org](mailto:teacher@mft59.org)



[mft59.mn.aft.org](http://mft59.mn.aft.org)

# STATE OF THE UNION

Volume 2 | Issue 1 | page 3  
September 4, 2018