

Dear Fellow ASF Member,

As you might have seen from an action alert from Teamsters Local 320 and an invitation to a tele-town hall meeting on Thursday at 6pm, our contract ratification process has hit an unanticipated snag in the State Legislature for its final approval. We are writing to you now as we wanted to make sure we had the most current information to send instead of sending several pieces of communications out that were confusing.

Going into the legislative session, everyone thought that there would be no problems approving all the state employee contracts. Last week, the House State Government Finance Committee met regarding [HF2768](#) and it became very apparent that there is not bipartisan support for approving the contracts. *[Editors note: On April 29th the House Ways and Means committee took up this contract ratification bill and after much discussion approved it on a partisan vote of 17-8, and was sent to the House floor].* There are varying opinions on whether the Republican legislators will support a bill in both the House and the Senate. The Senate does have a bill drafted [SF4006](#), but they have made no movement on it at all. The main concern is that with the status of state agency budgets with COVID-19, they should be saving money since the State of Minnesota surplus is gone and it is now spending reserves. However, it is important to note that while several of the state employee unions bargain with the State of Minnesota as they work in so many different agencies, ASF and the other faculty unions bargain directly with Minnesota State Colleges and Universities. And we know that our campuses have been building in the contract settlements into the budget planning assumptions. We are incredibly hopeful that our contracts will prevail in the end, but we know they will be used as bargaining chips at the midnight hour before the session closes. This is assuming that the Senate makes a move on the bill they have drafted.

If the legislature does not approve our contract by May 18, here is what we know:

- We would not have to pay back any of the salary increase we got from our step increase (or lump sum payments for some of our members) on January 8, but our salaries would revert back to our previous step that we were on prior to January 8.
- We would not see the 1.5% across the board increase (or lump sum payment for some members) on July 8 or the additional \$20,000 in professional development funds.
- Language changes that we had agreed upon in our contract would be rescinded. See the attached summary for the changes that were approved in the 2019-2021 collective bargaining agreement.

What we don't know is what happens with all the insurance language changes and premium increases that went into effect on January 1 as they were bargained in good faith for all state employees.

So what can you do now?

- Attend the Teamsters Local 320 tele-town hall meeting on Thursday, April 30 at 6pm (see attached invitation for details).
- Contact your both of your legislators to ask—err, demand—their support for our contract! And make sure to specifically reach out to your senators. Our ASF State Legislative Chair Kristy Modrow has drafted a template you can use to contact your legislators that you can modify to fit the message you want to send (see attached). Make sure to send this from a personal email address and send it during non-working hours (lunch or before/after work). If you've never reached out to your legislator before, NOW IS THE TIME!
 - If you are unsure how to find the contact information for your legislators, please go to <https://www.leg.state.mn.us/>. We need every single ASF member to let the Minnesota

Legislature know how important it is that the state employee contracts are approved! If you live in border states, please contact the legislators who represent the district of your university.

- Stay informed!

We will keep you updated as there are further details. Please know that the State ASF Board and Teamsters Local 320 are doing what we can to help ensure the final approval of our contract. If you have any questions, please let us know at trahim@winona.edu or sgabriel@teamsterslocal320.org.

In solidarity,

Tracy Rahim, State ASF President

Sami Gabriel, Teamsters Local 320 President/Business Agent, ASF Chief Negotiator