

Health Care Action Leader (HCAL) Grant and Role Description 2026-27

Grant Description

Education Minnesota will continue growing its team of Health Care Action Leaders (HCALs) focused on our statewide campaign to create one large health insurance pool for all school employees. We will use this organizing program to build our power and fight for the successful passage of health care legislation.

Purpose

- To create a network of engaged health care advocates across the state.
- To use local relationships and relational organizing to engage members on our health care campaign and move members to action to achieve our goals.
- Health Care Action Leaders are not just passionate advocates, but are member leaders in their local, organizing and educating their fellow members to build our power.

Role of Local President

- Local presidents are encouraged to support members' interest in health care solutions and assist in engaging members, including recruiting members as HCALs.

HCAL Network Structure

- Our goal is to have one or more HCAL in at least one local in every district.
- HCALs will work as a part of a team, including Education Minnesota staff, their local field staff, and other members across the state.

Local President - Grant eligibility and submission details

- Locals are eligible for a \$1000 grant to be used for Health Care Action Leader stipends
 - E-12 locals are eligible for the grant, up to 1 teacher grant and 1 ESP grant per district.
 - Higher Ed locals and locals already in SEGIP are not eligible.
- Locals may structure the stipends to best suit their situation.
 - Examples: A local may choose to have one HCAL with a \$1000 stipend while a different local may choose to have four HCALs and divide the grant into four \$250 stipends.
- Grant requests must be submitted by the local president. The link for the president to submit is available through their field staff.
- To ensure all training options are available, please submit grants by November 9, 2026.
 - Submissions will be accepted after that date but may be subject to a smaller grant amount.
- Once approved the local will be eligible for grant funds as follows:
 - Grant funds will be sent directly to the local in two separate payments
 - The first half of the grant total will be sent after the HCAL completes their training.
 - The second half of the grant total will be sent at the end of the legislative session.
 - Locals will use those funds to pay stipends to their HCAL(s).

Role Description

Members interested in being a Health Care Action Leader

- Local presidents must approve and submit all names.
- Members should contact their local president and seek support to be a Health Care Action Leader.
- The role will last through the end of the 2027 legislative session
- Must be a current active Education Minnesota member to participate

Role requirements/job description

- Estimated time commitment of 5-10 hours per month, with an initial training of 1.5 hours.
- Complete the Health Care Action Leader training.
 - The one-time training will be offered virtually
 - Times are tentatively set as 6:00-7:30
 - Dates (only attend once) are tentatively: Th 11/12, M 11/16 & Th 12/3 and Tu 12/15
- Share with all members in your local that you are the Health Care Action Leader.
- Share campaign materials in your local union, conduct one-on-one conversations, encourage members to participate in legislative actions, and other organizing activities.
- Host one or more 10-minute meetings and facilitate monthly member engagement events.
- Communicate with the local president, Education Minnesota staff, and HCAL team.
- Recruit members to participate in actions and activities related to advocacy and legislative efforts for the campaign.
- Recruit members volunteers as worksite leads to support organizing and engagement (if needed).
- Join Education Minnesota's email listservs as appropriate.

Communication and resources provided for HCALs

- Training
- Website resources for members and for HCALs
- Digital and print shareables
- Education/issues/conditions
- Social Media resources
- Legislative updates
- Updates from staff

Grant or general role questions?

Please contact Adam Janiak at adam.janiak@edmn.org