

The St. Paul Union Advocate

126th Year, No. 10, Issue 5467

For union homes in Ramsey, Dakota, Washington and Chisago counties

May 2023

Work Union

Pages 4-5: Unions rally behind legislation to ban captive audience meetings • Refinery safety bill passes Senate
Lawmakers propose historic investments in public schools as educators begin bargaining

GETTING STUFF DONE

Union Job and Resource Fair is May 24

The 2023 Union Job and Resource Fair is scheduled from 11 a.m. to 6 p.m. May 24 at the International Brotherhood of Electrical Workers Local 110 hall, located at 1330 Conway St. in St. Paul.

The annual event, organized by the St. Paul Labor Studies and Resource Center and the East Side Freedom Library, is an opportunity for union employers, apprenticeship programs and nonprofit agencies to meet people interested in learning more about the advantages of a union job.

The event will take place both indoors and outdoors, with interview space, resources from nonprofits and application assistance available to jobseekers.



www.stpaulunions.org
Connecting union members in Ramsey, Washington, Dakota and Chisago counties.

“You may have noticed,” Gov. Tim Walz told public service workers who crowded into the Capitol for AFSCME Council 5 Day on the Hill last month. “Since January, stuff is getting done around here.” The union, which represents 43,000 public-sector and nonprofit workers in Minnesota, held a rally in the rotunda before members fanned out across the Capitol complex to meet with their representatives. Council 5’s top priorities this session are expanding paid family and medical leave, banning private prisons, fully funding public services and strengthening public pensions. Walz urged union members to be bold in their meetings with legislators. “Be very clear and let those folks know this is not a wish list, this is a to-do list,” he said. “And you expect those things done.”

Union Advocate photo

Organizing Report

Union solidarity key to Delta workers’ latest organizing campaign

By Michael Moore
Union Advocate editor

The largest private-sector union organizing campaign in the world came to St. Paul last month, as three unions seeking to bring together 45,000 Delta Air Lines ramp workers, mechanics and flight attendants rallied their supporters at the Labor Center.

The April 15 event drew international union leaders from the Association of Flight Attendants (AFA-CWA), the Machinists

(IAM) and the Teamsters, as well as pro-union Delta workers from Minneapolis-St. Paul International Airport and Delta outposts in New York, Atlanta and Detroit.

Delta pilots are unionized, but the remaining 80% of its workforce is not. Delta is the only U.S.-based mainline carrier where flight attendants, fleet service workers and mechanics are not represented by a union – for now.

(CONTINUED ON PAGE 8)



Three unions – the Teamsters, Machinists and AFA-CWA – organizing Delta workers rallied April 15 in St. Paul. Union Advocate photo

Go Figure

\$14.2 million

Amazon's total expenditures on anti-union consultants last year, according to required filings with the U.S. Department of Labor, up from \$4.3 million in 2021

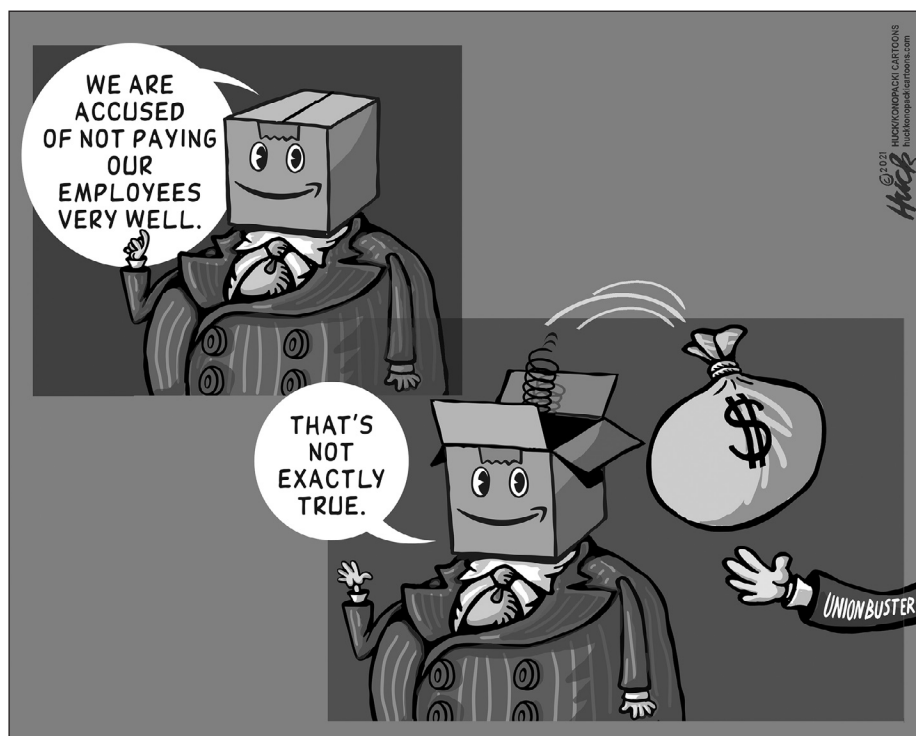
\$3,000

Estimated daily rate of pay, plus expenses, for each consultant hired to hold captive-audience meetings with employees

\$340 million

Estimated annual spending on union avoidance by U.S. employers

Source: Economic Policy Institute

**Labor Voices: Kera Peterson***Unions are having a resurgence, and every member can be part of it*

At the AFL-CIO Convention last summer, the nation's largest labor federation set an ambitious goal to bring 1 million new members into our unions over the next 10 years. Since then, the federation has made a strategic investment in creating the Center for Transformational Organizing (CTO), which will bring together a broad coalition of union members to work on movement-wide campaigns related to growing our movement.

The CTO is a key part of a renewed push by our labor federations – at both the national and the local level – to prioritize organizing in all our work. It's never a bad time to organize in the workplace, but this is an opportunity unlike any we've seen in decades. Gallup polling last year found 71% of Americans approve of labor unions, the highest mark since 1965. A separate survey found 70% of "skilled and hourly workers" would join a union if given the opportunity. And broad majorities agree that the decline in union participation has been bad for working people. That's a big reason why we recently saw Michigan become the first state ever to repeal its 'right-to-work' law.

Momentum is on our side. It's critical that we, as a labor movement, take advantage of this moment and build worker power at scale. That means passing the PRO Act, which will restore workers' right to join together and form a union – free from harassment and intimidation – and to bargain better wages, benefits and working conditions. The PRO Act would finally put teeth into our nation's labor laws, stiffening penalties on bosses who threaten, retaliate against or fire workers who exercise their right to collective action. We're taking action here in Minnesota, too, by lobbying in support of legislation that would ban captive audience meetings, in which bosses force their workers to listen to anti-union speech, intimidation and, too often, outright lies.

Even with the deck stacked against them, many Americans have succeeded in organizing their workplace in recent years, seizing this moment of labor resurgence to lock down a more powerful voice over their working conditions. Last month, baristas at a Starbucks in Sacramento became the 300th store to unionize with Workers United, and ice-cream scoopers at Ben & Jerry's flagship store in Vermont announced their plans to form a union, "Scoopers United." Bookstore clerks, craft beverage workers, and museum staff

"Our union family is positioned well for historic growth, but it won't happen without all of us pulling together in solidarity."

– Kera Peterson



are also successfully organizing in sectors of the economy where unions have not traditionally had a presence.

Elsewhere, unions are organizing to increase workers' representation and raise standards in industries like health care, construction and arts and entertainment. Over 2,000 Twin Cities health care workers have joined unions since 2001. Building Trades unions continue to shine a light on wage theft and other labor abuses that happen too frequently on local multifamily residential construction sites. And 45,000 workers at Delta Air Lines, which maintains a hub of operations at Minneapolis-St. Paul Airport, are engaged in the world's largest private-sector union drive at any single company. That campaign held a rally here last month, which the Saint Paul Regional Labor Federation was proud to host at our union hall.

Our union family is positioned well for historic growth, but it won't happen without all of us pulling together in solidarity. It won't happen unless those of us doing our movement's work on the local level take on the AFL-CIO's challenge to put organizing at the center of all our work. That could mean talking to friends and family about the union advantage – higher wages, job security and better health and retirement benefits – or talking to your elected officials about the importance of strengthening labor laws. It also could mean showing up in solidarity with workers in an organizing or contract campaign. We're posting updates and opportunities regularly on the Regional Labor Federation's Facebook page. We all can play a part in this historic union resurgence. Together, we can meet the moment and revitalize our movement.

– Kera Peterson is president of the Saint Paul Regional Labor Federation, AFL-CIO. Learn more about the SPRLF and its work at stpaulunions.org.

Letters

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- Email them to: mmoore@stpaulunions.org

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Retirees to raise funds, have fun May 6

The Minnesota AFL-CIO State Retiree Council invites people of all ages to enjoy free food, music and fellowship at its 18th Annual Fun(d)raiser.

The good times will roll from 3-7 p.m. May 6 at the Sheet Metal Workers Local 10 Hall, 1681 Cope Ave., Maplewood. Admission is free, but tickets for the popular cash-prize drawing are on sale now from council board members or by calling 651-227-7647, extension 121. (Winners need not be present at the event.)

In addition to the drawing, the event will feature hourly raffles for valuable prizes and a silent auction. Funds raised are “especially important this year,” organizers said, after the organization’s critical work on the Labor 2022 political campaign – and with another critical electoral effort on the horizon in 2024.

The Retiree Council’s mission is to inform members and to organize actions to assure a secure and dignified retirement for all. It is the umbrella organization of union retiree clubs and local unions with retirees statewide.

Capitol rally for public education May 20

Educators from across Minnesota will rally at the State Capitol to urge lawmakers to fully fund public schools Saturday, May 20, starting at 1 p.m. The rally, organized by the statewide educators union, is scheduled two days before the Legislature must adjourn.

Rally-goers are encouraged to wear Education Minnesota’s signature blue.

A free lunch and sign-making event, starting at noon, is open to Education Minnesota members and their invited guests who register in advance.

Education Minnesota members can register online at edmn.me/may20.

Labor Red Cross blood drive June 8

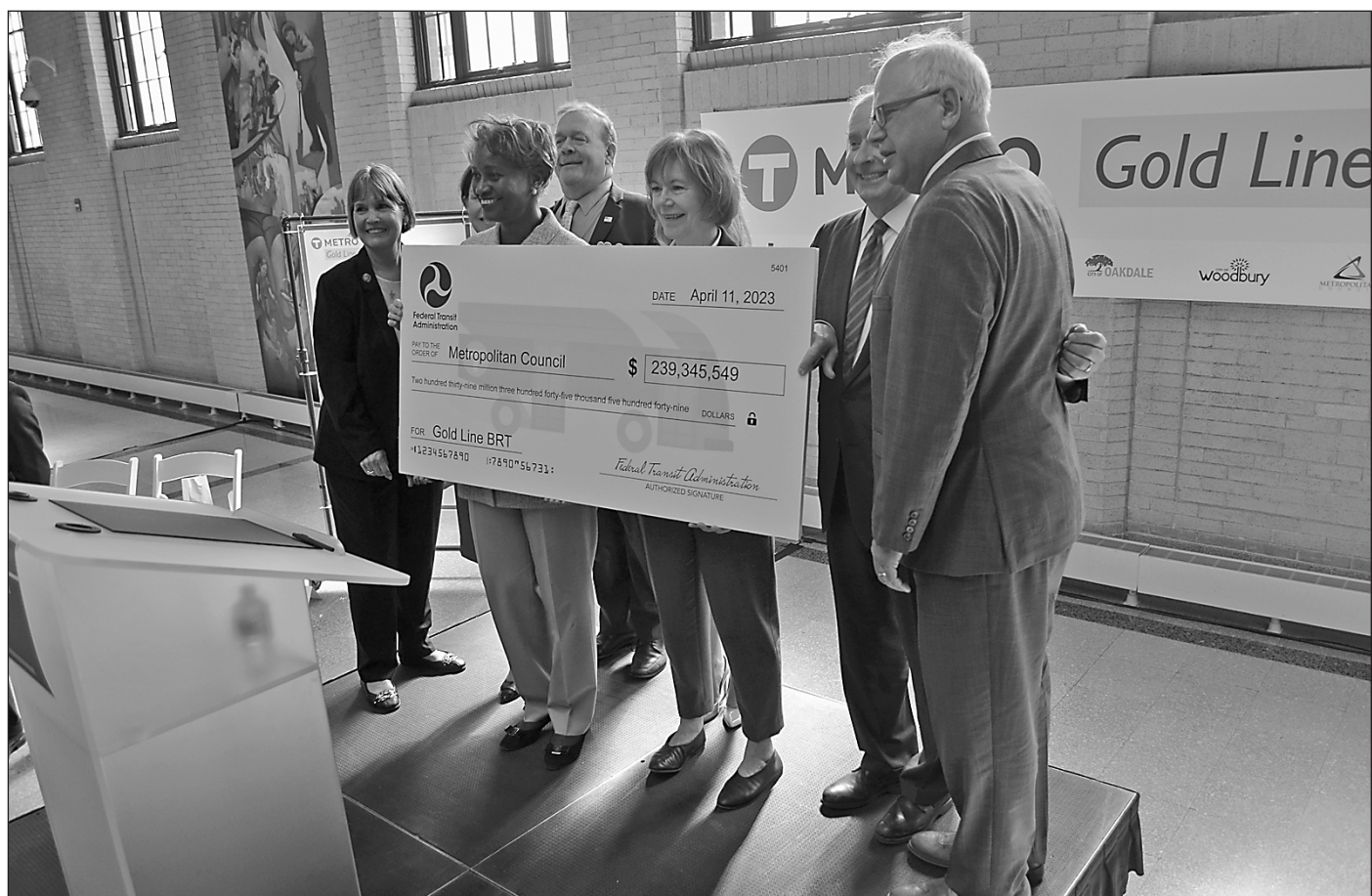
Responding to an urgent need for blood, local unions have scheduled a Red Cross blood drive at the Saint Paul Labor Center, from 12:30 to 6:30 p.m. June 8.

The Saint Paul Regional Labor Federation and its nonprofit, the St. Paul Labor Studies and Resource Center (LSRC), are co-hosting the drive with the American Red Cross and Greater Twin Cities United Way.

The Labor Center, located at 353 W. 7th St., offers free off-street parking.

Donors can schedule an appointment online at redcrossblood.org by entering sponsor code SPRLF.

Erica Dalager Reed, AFL-CIO Community Services liaison, is also scheduling appointments to give blood. Call 651-222-3787, ext. 120, or email edalager@stpaulunions.org.



FTA Administrator Nuria Fernandez presents Minnesota lawmakers and Met Council Chair Charlie Zelle with a check for completion of the Gold Line connecting Woodbury and St. Paul. Union Advocate photos

Feds tap \$1 trillion infrastructure law to fund east metro BRT line

The Biden administration dispatched the Federal Transit Administration’s top officer to St. Paul last month to celebrate a \$239 million investment in completion of the METRO Gold Line, a bus-rapid-transit route connecting Woodbury and the Union Depot in Lowertown, with stops in Maplewood, Landfall and Oakdale.

Construction of the 10-mile line along the I-94 corridor began last year with funding from Ramsey and Washington counties. The newly authorized federal investment will fully fund the \$505 million project, slated for completion in 2025.

To fund the Gold Line, the FTA dipped into \$23.1 billion set aside in the 2021 Infrastructure Investment and Jobs Act for transit upgrades and maintenance. During a celebration at Union Depot, FTA Administrator Nuria Fernandez and other dignitaries credited 4th District Rep. Betty McCollum and Minnesota’s two U.S. senators for championing the Gold Line in Congress.

“Only the great projects rise to the top,” said Fernandez, who brought an oversized check to the event.

Washington County Commissioner Stan Karwoski called the FTA announcement “the culmination of over a decade of hard work” by local, state and federal leaders. “This is our tax dollars coming back locally in an impactful way to the east metro and downtown St. Paul,” he said.

Federal dollars have been flowing steadily into Minnesota since President Joe Biden signed the infrastructure bill into law in November 2021. Even before Fernandez showed up in St. Paul with a check for the Gold Line, the White House had directed \$2.7 billion in funding to



Sens. Tina Smith and Amy Klobuchar and Gov. Tim Walz chatted with FTA Administrator Nuria Fernandez during the event at Union Depot.

over 180 projects across the state.

Those investments create prevailing-wage jobs for tradespeople, Sen. Tina Smith noted.

“Projects like the Gold Line are not about politics, they are about putting people back to work in good paying jobs and supporting businesses,” she said.

Bus rapid transit has gained popularity in recent years as a cost-effective mode of connecting people to work, housing and community destinations. Metro Transit hopes to build out a 165-mile network of 12 bus rapid transit lines by 2050.

Officials estimate that employers along the Gold Line support about 90,000 jobs. The 30-minute route, which primarily

utilizes bus-only lanes, will also offer frequent, reliable service to shopping centers and downtown entertainment venues. And the corridor already has drawn commercial interest, with more than \$1.2 billion in planned development, according to a Met Council analysis.

Unlike commuter-oriented bus lines connecting the suburbs with downtown, the Gold Line will run all day long. McCollum said the service will be “life changing” for seniors living independently and people without cars.

“Today’s announcement shows what is possible when neighbors, local communities and the federal government come together in partnership,” she added.

Workers urge support for ban on captive audience meetings

By Michael Moore
Union Advocate editor

After the pandemic hit three years ago, Patrick Kennedy and his co-workers at a local community mental health center became concerned about abrupt and unilateral changes management began making at their workplace.

Talk of forming a union soon turned into a full-fledged organizing campaign with Office and Professional Employees (OPEIU) Local 12. Sixteen months later workers were poised to vote in a union election, with public support from nearly 60% of the agency's 130 workers.

That's when the "mandatory information sessions" with their bosses began, Kennedy said.

"In one meeting we were told that wage increases were just about to roll out, but could be delayed another year if we were to unionize," he said. "In another, the CEO assured us that a union would only harm our clients."

The meetings, according to Kennedy, a licensed social worker, had a "shocking" impact on his co-workers' organizing drive. By the time workers voted, support for unionizing had dropped to 42%, and the effort failed.

Testifying before a Minnesota House committee last month, Kennedy and other workers urged lawmakers to support legislation that would make it illegal for employers to compel their employees to attend meetings where bosses promote religious or political views, including views on collective bargaining.

"The person who signs your paycheck should not be allowed

to force you, under threat of discipline or retaliation, to listen to their opinions about your legally protected right to choose whether to join a union," Kennedy said.

The proposed legislation, which has passed through committees in both the House and Senate, has become a top priority for unions this legislative session, along with paid family leave, the infrastructure jobs bill, earned sick and safe time and fully funded public services.

Captive audience meetings have come under scrutiny in recent years from policymakers and analysts looking to understand why union membership has remained flat despite polling that shows interest in forming unions at a near-record high.

Minnesota AFL-CIO President Bernie Burnham, head of the state's largest labor federation, said captive

audience meetings have become even more common – employers use them in an estimated 90% of union elections, according to one study – during a recent surge in organizing activity both in Minnesota and across the U.S.

"These meetings have nothing to do with the actual jobs that workers do for an employer," Burnham told legislators. "In fact, many workers describe them as raw intimidation."

Minnesota lawmakers are not alone in seeking to protect workers' right to not listen to unwanted political or religious speech. Connecticut passed a ban on captive audience meetings last year, and Oregon has had one on the books for over a decade.

The National Labor Relations Board may soon act, too. A recent memo issued by NLRB General Counsel Jennifer



Minnesota AFL-CIO President Bernie Burnham (L) testified in support of the captive audience meeting legislation, authored by Rep. Kaela Berg in the House.



Patrick Kennedy, a licensed social worker, recounted the chilling effect captive audience meetings had on a campaign to organize his workplace two years ago.

Union Advocate photos

Abruzzo urged members to reverse the board's precedent of allowing employers to force their workers to listen to anti-union speech, calling it a "license to coerce" and a "fundamental misunderstanding of employers' speech rights."

The Minnesota bill's lead House author, Rep. Kaela Berg (D-Burnsville), said employers would still be allowed to encourage workers to listen to their political or religious views if her bill becomes law. "If the employee wants to have that discussion with the employer, that's great," she said. "This just says it cannot be required, and you cannot be punished if you say that's just not for me."

That's a right Kennedy and other workers who have experienced captive audience meetings can only wish they would have had.

Nate Krantz, who went through an organizing drive

while working as a certified nursing assistant at a local health care facility, told lawmakers he "noticed that my heart-rate tracker on my Apple watch showed a spike in my heart rate each time I had to sit through one of those meetings."

Jeff Schreiner, a member of Teamsters Local 120 who helped lead a 10-year organizing drive at Sysco in St. Cloud, said regular captive audience meetings created a "psychologically stressful" work environment, pitted workers against each other and spread misinformation.

"It's almost like there's a script that companies follow," he said after listening to testimony from workers in other industries.

"Employers use mandatory meetings to unfairly influence workers," Kennedy said. "If the meetings didn't influence workers, they wouldn't be happening."

Senate passes refinery safety bill after asphalt spill in St. Paul Park facility renews urgency

A bill requiring Minnesota oil refineries to hire workers with apprenticeship training – one of Building Trades unions' top priorities this legislative session – passed the Senate April 17 with bipartisan support.

The refinery safety bill stalled in the Senate last year after passing in the House. Advocates expect the measure to gain House approval again this year and head to Gov. Tim Walz's desk before the session ends May 22.

The Senate bill requires a minimum of 30% of workers at refineries, including those hired by contractors, to have a level of skilled apprenticeship training.

Refineries that fail to meet that minimum would face fines from the Department of Labor and Industry.

Sen. Judy Seeberger (D-Afton), whose district includes the St. Paul Park refinery operated by Marathon, said the legislation would help prevent catastrophic accidents, protect workers and make communities surrounding oil refineries safer.

"Refineries are inherently dangerous facilities with high stakes if something goes wrong, and we've seen all too clearly the risks from accidents that have occurred in recent weeks," Seeberger, the lead Senate

author, said. "The safety of workers and our communities must not wait for a catastrophic accident, which is why we need legislation that puts safety first."

Workers at the St. Paul Park refinery began sounding the alarm about safety in early 2021, when Marathon locked out members of Teamsters Local 120 for nearly five months, after they refused to accept language that would have allowed the refinery to outsource up to 50 jobs.

At the same time, Marathon began severing ties with local contractors that had regularly provided maintenance and other services at the facility.

Building Trades unions warned that local laborers, pipefitters and other tradespeople familiar with the refinery had been replaced with subcontractors from across the country.

Inside the refinery, Teamsters like Dean Benson noticed the difference. During a committee hearing on Seeberger's bill, he told senators he worked alongside subcontractors who didn't know how to use critical safety equipment.

He knew they were from out of state, Benson said, when he watched subcontractors struggle to figure out how Minnesota fire hydrants work.

Workers' safety concerns gained urgency after a March 20 accident at the Marathon refinery, in which 20,000 gallons of hot asphalt leaked during maintenance repairs on the tank, with two workers sustaining severe injuries requiring hospitalization.

"While we cannot guarantee the prevention of accidents, we can ensure that we are doing everything we can to make sure the workers at these facilities have the best training available to them," Seeberger said.

The bill passed by a 39-27 vote in the Senate. The House bill had yet to receive a floor vote at press time.

Six largest educator unions file for negotiations together, call on lawmakers to fully fund education

By Michael Moore
Union Advocate editor

Last year educators in Minneapolis and St. Paul, embroiled in separate contract negotiations with their school districts, filed notice of their intent to strike on the same day.

This year educators from Minnesota's six largest school districts - St. Paul, Minneapolis, Anoka-Hennepin, Osseo, Robbinsdale and Rosemount-Apple Valley-Eagan - filed requests to begin collective bargaining on the same day.

The message, union members said at a Capitol news conference hours after filing for negotiations March 17, is clear: educators everywhere are in the fight for the schools their students deserve, and they are in it together.

"As the largest locals in the state, we are ready to advocate for our kids," Minneapolis Federation of Teachers President Greta Callahan said. "If we can file together, we can do anything together."

Combined, the six largest local unions represent 15,000 educators who serve roughly 20% of Minnesota's K-12 student population. All are affiliated with Education Minnesota.

A key factor in educators' contract negotiations set to play out in districts across the state over the coming months will be state funding, which has failed to keep up with rising costs over the last two decades. State aid to public schools is 11.8% lower, when adjusted for infla-

"How can we compete in a society that demands more from our teachers but doesn't give us the resources we need to do the job?"

- Mike Larson,
Dakota County United Educators

tion, than it was in 2003.

Educators at the news conference called on lawmakers to allocate full funding for public schools.

"Minnesota has underfunded public education for decades, and we're hoping that this group of legislators and this governor can put public education back on the right track," said Tom Snyder, a member of Dakota County United Educators who teaches elementary students in Rosemount.

Full funding means investments in smaller class sizes, English-language learners, special education and student supports like counseling and school nurses. It also means resources to keep students and staff safe, said Shantella Barnes, an educator at Journeys Secondary School in St. Paul and vice president of the St. Paul Federation of Educators.

"We've had a lot of fights breaking out," she said. "There have been a lot of weapons brought. We need to feel safe again. Our teachers cannot teach the

way they need to because they're worried about their safety as well as their students' safety."

Union members said state resources are also needed to attract and retain educators with good pay and benefits, and the supports they need to thrive in their jobs. Rosemount Middle School teacher Mike Larson said he has seen teachers' workloads grow and become more complex over the course of his career.

"Now, in the twilight of my career, I find myself in a profession where our young teachers are leaving after one to three years because they cannot believe how difficult this job has become," he said. "How can we compete in a society that demands more from our teachers but doesn't give us the resources we need to do the job?"

Fortunately for educators, state lawmakers appear poised to make the largest investment in public education in recent memory. The House omnibus education bill calls for an 11.2% increase in base funding over the next biennium, with \$85 million set aside for student health supports and increased funding for school safety and special education supports.

Education Minnesota is planning a rally at the Capitol on the final Saturday of the legislative session, May 20, to push union members' top priorities across the finish line.

"It's more important than ever that educators are heard and taken seriously," Snyder said.

Auto technicians praise legislation to require dealerships pay full cost of warranty repairs

Members of the Machinists union who work at local dealerships are rallying behind legislation introduced in both the Minnesota House and Senate that would require auto manufacturers to pay the full cost of warranty-related repairs.

"This legislation will guarantee that automotive and truck dealerships will be reimbursed for warranty repairs with labor times that the dealership would use when performing retail repairs, which ultimately will benefit Technicians and their families," said John Duerschler, a business representative for Machinists District 77, which represents technicians at auto dealerships across the east metro.

Manufacturers do not compensate dealerships with enough labor hours to perform warranty repairs, Machinists told members of the Senate Commerce and Consumer Protection Committee in March.

Technicians' wages are based on hours produced, and when manufacturers do not provide enough labor hours to perform warranty repairs, dealerships pass on that lost repair time to technicians.

If passed, the legislation would order manufacturers to compensate dealerships with labor hours used for non-warranty retail repairs when they perform warranty repairs.

"IAM District 77 has been very vocal to ensure our members and all workers are compensated fairly for their labor," said Steve Galloway, a Machinists vice president. "This important piece of legislation is not only important for our members, but to all the workers working in this industry."

More than 20 shop stewards from District 77 attended the Senate hearing, and District 77 has worked jointly with Teamsters Local 974, which represents workers at west-metro dealership, to educate and mobilize members about the importance of this legislation.

"We have to ensure that the voices of our members and all workers in Minnesota are heard," Duerschler said.

The Senate legislation is co-authored by Sens. Tou Xiong, Judy Seeberger and Aric Putnam.



Metro Transit workers roll out contract campaign for 'COLA Plus 1%'

Members of Amalgamated Transit Union Local 1005 rallied April 18 outside the offices of Metro Transit, with speakers and signs calling for a cost of living adjustment equal to the rate of inflation plus 1%.

Inside, representatives from the union and the agency were in negotiations for a new contract.

"We deserve a wage increase above inflation," said Adam Burch, the emcee of the rally and bus operator for eight years. "Metro Transit, the Met Council, depend on us to actually run the transit system... We move the city."

"The money is there," said Veronica Carter, also a bus operator for eight years. She cited the state's \$18 billion budget surplus and expectations that the Legislature will this year provide a dedicated source for transit funding.

She also said that Metro Transit, which the union says has 300 unfilled operator jobs and 50 unfilled maintenance jobs, needs to pay more to attract workers to fill those positions.

"We want to expand public transit," Burch said. "We can't do that if we continue existing in this current staffing crisis."

Safety issues on Metro Transit buses and trains and at transit stations also need to be addressed, both for workers



Members of ATU Local 1005 rallied outside a Metro Transit facility in Minneapolis while their union's bargaining team met with management inside. Labor Review photo

and for the riding public, Carter said.

Advocates for transit spending at the state level showed their support for increasing transit workers' wages, too.

"We need to make sure when we're investing in public transit that we're also investing in the workers who are the back-

bone of the transit system," said Abby Hornberger of the BlueGreen Alliance.

"The strength of a union contract is just a reflection of the strength of the union," Carter said, urging members to continue to stay involved in the contract campaign.

- Steve Share, Labor Review editor

- www.goiam.org

Pipefitters showcase potential of geothermal energy at St. Paul training center

By Michael Moore
 Union Advocate editor

Tony Poole, business manager of St. Paul Steamfitters and Pipefitters Local 455, has lost count of the number of tours he's given of the union's new Apprenticeship Training Center, off L'Orient Street and Maryland Avenue.

The facility's cutting-edge geothermal heating and cooling system has become a must-see destination for civic leaders, elected officials and climate-minded developers.

"We believe the future of heating and cooling is right in the ground below our feet," Poole told participants, including St. Paul Mayor Melvin Carter, in a roundtable discussion at the training center March 23.

Local 455 co-hosted the event with the Minnesota-based nonprofit Fresh Energy and the BlueGreen Alliance, a nationwide coalition of labor and environmental groups.

Local 455's geothermal system, installed in 2021, offers a glimpse at the potential of emerging energy technologies – and the job opportunities for pipefitters and other skilled



Jeremy McConkey (L), apprenticeship coordinator for St. Paul Steamfitters and Pipefitters Local 455, and Business Manager Tony Poole lead elected officials, civic leaders and city planners on a tour of their training center and its cutting-edge geothermal heating and cooling system. Union Advocate photo

tradespeople as more buildings make the transition to clean energy.

Local 455 was among the first building owners to work with a

Minnesota-based company behind a new geothermal technology that reduces the number of wells needed for heating and cooling. The system embeds a

heat exchanger into the aquifer, cycling 52-degree water throughout building's pipes and then back into the ground.

Poole said geothermal is

eight times more energy efficient than the original heating and cooling systems installed in the facility, which opened in 2015. The investment in overhauling the heating and cooling system likely will pay for itself in energy savings within the next six years.

"This is the first building of its kind to use this technology in the world that we're aware of," Poole said. "We wanted to be on the forefront of this, and we are."

The technology could soon take off, as experts expect a wave of clean-energy developments. The Inflation Reduction Act, signed by President Joe Biden last August, offers incentives to local governments that invest in clean energy.

Carter said he sees an opportunity to tap into emerging technologies like ground-source cooling and geothermal heat pumps on several upcoming projects, including The Heights, a 112-acre mixed-use development on the former Hillcrest golf course site.

"The opportunity to source an endless well of energy underneath our feet – it's truly incredible," the mayor said.

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Members of AFSCME Local 1842 and Local 2508 picketed outside the Oxford Rec Center before Mayor Melvin Carter's State of the City address. Union Advocate photo

AFSCME members picket State of the City address

By Michael Moore
Union Advocate editor

Clerical and technical workers staged informational picketing outside Mayor Melvin Carter's State of the City address April 18, putting their frustration over a slow-moving round of contract negotiations on full public display.

"We have felt disrespected at the table," Como Park horticulturist Bryn Fleming said. "Management has shown up late while we've been present. It's disappointing that this is moving so slowly."

Fleming is a chief steward with Local 1842 of the American Federation of State, County and Municipal Employees (AFSCME), representing the city's technical workers. With the clerical union, AFSCME Local 2508, the unions represent about 1,000 workers in talks that began in December.

AFSCME members' previous, two-year contracts expired New Year's Eve, and after six mostly fruitless bargaining sessions, the unions will enter mediation with the city May 8.

Union members' top priorities in bargaining include 6% annual wage increases, affordable health benefits and safety on the job.

AFSCME members staff the city's offices, libraries, rec centers and other facilities. Many who work in public-facing positions have described an alarming increase in threatening and violent behavior that leaves them feeling unsafe and understaffed, Fleming said.

"Folks in libraries have experienced assault, verbal abuse," she said. "For folks in rec centers, it's the same thing. Safety is a big concern, and we're really trying to have stronger language on that in our contract. We have seen some movement, but we'd really like to have better collaboration."

The city's demands, meanwhile, have included elimination of AFSCME members' promotional rights,

which give union members a first shot at interviewing for certain job openings. Union members also have balked at a proposal to eliminate grievances over civil service violations and, instead, shift the process to a commission controlled by the city.

Those are non-starters for AFSCME's bargaining team, Local 2508 President Jen Guertin said.

"We are the lowest-paid union members in the city," she said. "For us to be able to promote up to a higher-wage job, that right to take a test and go to the top of a list for an interview, that's our career path."

Members of three unions – the Tri-Council – who work in St. Paul's parks, public works and water departments ratified a new, three-year contract in March that will raise wages by up to 26%. But they took the city to the brink of a strike to get a deal done.

"We're not there yet," Guertin said. "We're going to try mediation, and I'm hoping for the best but preparing for the worst."

With a mediator involved, Guertin and Fleming said, talks stand a better chance of starting on time and ending when they stop being productive, if nothing else.

"We would set the meeting to start at 5 p.m., and management wouldn't come into the meeting until 5:30 or 5:45 – on the regular," Guertin said. "Then we would pass an offer across the table, and they'd leave us sitting there for six or seven hours before coming back to say we can't get anything done. What's the point?"

By picketing the State of the City, union members hoped to put Carter on notice that they're holding him accountable for the city's lack of urgency.

"When we say things like we're scared to go to work or we feel unsafe, we'd like to see somebody do something about that," Fleming said. "And when we say we can't pay our bills, we'd like to see somebody pay attention to that."

"I would love to feel like the mayor actually respects the work that we do and respects how difficult it can be."

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Sara Nelson, president of the AFA-CWA, led a rally with leaders of the Teamsters and Machinists at the St. Paul Labor Center.

Union Advocate photos

Delta workers cite safety, benefits as reasons to go union

(CONTINUED FROM PAGE 1)

"It is high time that we put a contract in the back pocket of every single Delta Air Lines worker," said AFA-CWA President Sara Nelson, whose speech drew a thunderous ovation from more than 150 people inside the union hall.

Nelson's union has supported organizing campaigns at Delta before, as have the Machinists and Teamsters. Sometimes those campaigns overlapped.

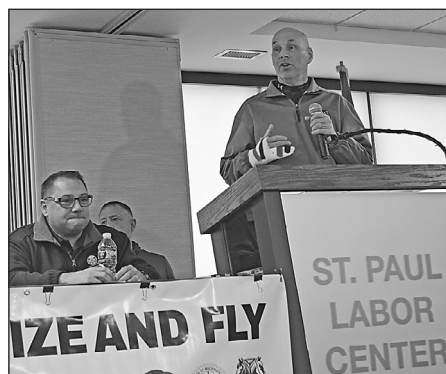
But last November the three unions announced an agreement to coordinate their efforts under the "Organize and Fly Together" campaign, with the Machinists supporting Delta fleet workers, the Teamsters supporting mechanics and AFA-CWA supporting flight attendants.

Teamsters Local 120 President Tom Erickson, who serves on International President Sean O'Brien's Executive Board, said he believes a coordinated campaign - in any industry - offers workers a better chance of making collective gains.

"Coordinated bargaining is not a novel idea," Erickson said. "Finally, we're waking up as unions across the company. This coalition should have happened a long time ago. It's what we used to do back in the 40s and 50s and 60s, and now we're going to do it again."

Nelson led the crowd in chanting "I've got your back!" as the rally drew to a close.

"We have a lot of differences, and that is what makes us strong," Nelson said. "But what we have in common is what brings us together. We all need to take care of our families. We all need



Teamsters Local 120 President Tom Erickson (R) and the Machinists' Richie Johnsen praised the coordinated union campaign to support Delta workers.

access to health care. We all need a dignified retirement. We all need to take care of ourselves and our families when we are sick, especially when we get sick on the job."

Delta is turning massive profits, and its executives are pocketing more of those gains than at other, more unionized airlines. CEO Ed Bastian's pay was 26% higher last year than his peers.

Delta's wages are competitive with other large carriers, Machinists Air Transport Territory General Vice President Richie Johnsen said, but it's only because the airline knows that falling behind would add fuel to workers' organizing drive.

"We carry that; the union members at other airlines carry that in bargaining," Johnsen said. "We create that standard, but at Delta it's a shell that doesn't offer all the other things that those of us

who have a contract enjoy. And that time is done."

What would a union contract mean for Delta workers?

Nelson said the AFA-CWA contract at United Airlines is worth \$100 million more annually than Delta flight attendants' total compensation, including wages and benefits. The union contract also protects workers from arbitrary firings, establishes safety protocols and gives workers a say in work rules and conditions.

An MSP-based Delta cargo employee, who attended the rally but asked not to be identified for fear of retaliation, said safety standards plummeted after Delta absorbed Northwest Airlines, which was heavily unionized, in 2008.

"When we had a union, they would actually train people to do things safely rather than be forced to work unsafe at Delta," said the employee, who has 32 years of experience in the cargo department. "We get a lot more pressure now to just get the work done rather than to do it right."

The safety net for workers who are injured on the job, he said, also disappeared after Delta took over.

"I've seen guys get hurt, and they're forced to leave because they can't do the work anymore," he said. "With the union, guys would get rehab for their injuries, or there was a part of the contract where they would ... put you into a different job. Now, there's no such thing."

"They don't care about us. We're a number."

More Minnesota cannabis workers unionize with UFCW

Workers at Green Thumb Industries/RISE Dispensaries have formed a union, becoming the second group of medical cannabis workers in Minnesota to join Local 1189 of the United Food and Commercial Workers (UFCW).

The employer voluntarily recognized workers' union March 30, after an overwhelming majority of members signed cards authorizing Local 1189 as their representative.

"The overwhelming majority of medical cannabis workers in Minnesota are now unionized at both existing medical cannabis companies," Local 1189 said in a press release.

"This will lead to higher standards for all cannabis workers in Minnesota, and UFCW 1189 remains committed to fighting for good jobs in the cannabis industry, access to quality products for patients and an end to cannabis prohibition in Minnesota."

The new bargaining unit includes dispensary, harvest, production, pharmacy and laboratory workers at Green Thumb Industries (GTI), which operates RISE medical cannabis dispensaries in St. Paul, Eagan, St. Cloud, Willmar, Mankato, Hibbing and New Hope.

Local 1189 has represented workers at Vireo Health, which operates Green Goods dispensaries, since the company was founded in 2015.

Fairview Riverside mental health workers, Allina lab techs join SEIU Healthcare

Hospital workers in the Twin Cities are continuing to organize unions with SEIU Healthcare Minnesota and Iowa.

Professionals in Fairview Riverside's Mental Health and Addiction Services department voted March 16 to form a union. They joined other workers in the department who voted to join SEIU a month earlier.

In all, the union now represents over 75 mental health workers at the hospital.

Earlier this year, laboratory technical assistants at Allina Health's Mercy and Unity Labs have voted to join SEIU Healthcare, joining laboratory scientists, lab technicians and lab assistants at the Mercy and Unity labs voted and joined the union last summer.

With the addition of the laboratory technical assistants, the Mercy and Unity Lab are now "wall-to-wall" union, with over 80 employees in the bargaining unit.

Hope, urgency as U of M grad workers approach union election

By Isabela Escalona

Workday Magazine senior associate editor

“Me and my colleagues across the board were overworked, underpaid, and really feeling the effects of that to the point that it was making it really difficult to do the stellar work that we like being here to do and we want to do,” says Phoebe Keyes, a third year Ph.D. student in civil, environmental and geo-engineering at the University of Minnesota.

Now, Keyes is part of an effort to change that. On Feb. 20, Keyes and fellow graduate workers at the U of M Twin Cities campus announced their union drive in front of the Coffman Memorial Union. The workers were supported by a high-energy crowd of several hundred students, community members, city council members and labor leaders. In one passionate speech, Chiara Amato, a Ph.D. student in aerospace engineering and mechanics, described graduate workers as the “silent labor that keeps the university running,” as dozens of student workers signed their union cards at a table nearby.

The UMN Graduate Labor Union, or GLU-UE, soon collected enough union cards to petition the state’s Bureau of Mediation Services for a union election, scheduled April 25-27 on campuses in Minneapolis, St. Paul and Duluth.

There are over 4,300 graduate workers in the bargaining unit, although the exact number fluctuates from semester to semester.

Graduate workers labor as teaching assistants and research assistants, depending on their department, across the university for about 20 hours a week, along with pursuing their own research and taking classes. As TAs and RAs, graduate workers have a range of tasks, including supporting professors in labs, grading undergraduate students’ coursework, teaching classes, giving lectures and supporting undergraduates in office hours.

The average graduate worker’s stipend is \$19,609 for a 9-month appointment, according to the U of M. A GLU-UE representative added that while summer support is an option for students, it is often unpredictable and cannot be guaranteed.

The graduate workers affiliated with the United Electrical, Radio and Machine Workers of America (UE) in part because of the union’s historical commitment to rank-and-file leadership, and its recent successes with organizing academic unions nationally. This includes graduate workers at the University of Chicago, who recently won their union election with a



Graduate workers hold up signs in support of a union at the Feb. 20 rally. Workday photo by Amie Stager

92% margin of victory.

Why unionize?

Keyes explains that the students behind this organizing drive attempted other ways of making change, including a petition last year, signed by 50% of graduate workers, asking for a minimum \$35,000 annual stipend. However, this petition did not result in real, lasting improvements for the graduate workers, they say. “It seems like the only option to get real, tangible improvements for grad students is to come together, work together, and unionize,” Keyes explains.

Graduate workers say they are concerned about low pay and unaffordable student fees. They are calling for additional support for international students, and improved accountability structure with direct supervisors.

“People are living well below the living wage in Minneapolis,” says Keyes. “People usually pay about a paycheck a semester on the student fees. It’s just becoming unlivable.” In 2021, the living wage for a single adult in Hennepin County was estimated to be \$37,025 per year for full-time work.

Graduate workers are paid different rates depending on their area of study, with science, technology, engineering, and mathematics departments on the higher end of the pay spectrum, and humanities on the lower end. Yusra Murad, a first-year public health Ph.D. student, says that the pay disparities between departments are “completely antithetical to so many of the principles and values that we like to have as a university of equal opportunity. It creates this false hierar-

chy between students.”

International graduate workers are often unable to supplement their stipends with outside employment, and must pay higher fees to the university, graduate workers say. One international student, Dani Arruda, a second-year graduate worker in Kinesiology, explains that “because of my visa, I can only work 20 hours a week and cannot find any work outside the university to supplement my income. On top of this, the university charges additional international student fees that domestic students do not need to pay, creating an unfair and discriminatory burden on thousands of international students.”

Graduate workers are also concerned about the power and accountability structure at the university, and relationships with advisors. Due to the highly specialized nature of many students’ areas of study, Murad explains that advisors hold a lot of power. This puts some students in “a precarious position” that can vary greatly depending on the relationship and culture of the department.

But within this environment, Murad says, “there has been such an effective mischaracterization” of graduate workers as merely students, in spite of all the labor they provide the university. “The idea that has been instilled in us is that graduate school is supposed to be hard, and you’re supposed to struggle, and you’re supposed to not make money... You should just be grateful to be here.”

Union activity surging on campuses

In the past year, higher education union campaigns have been booming. Graduate workers at the University of Chicago, Yale, the Massachusetts Institute of Technology, Northwestern University, Boston University, Princeton University, and Johns Hopkins University, have announced union drives in 2022 and early 2023, indicating an ongoing and historic wave in higher education unionization drives. Murad is excited by these trends and hopes that the graduate workers at the University of Minnesota can “ride the wave of victories” and capitalize on the national momentum.

Graduate workers are also flexing their collective power for improving contracts. In the fall of 2022, University of California, Los Angeles graduate workers organized a 40-day strike, the longest academic strikes in United States history, winning wage increases of up to 80% for some of the lowest paid workers. This historic strike inspired graduate workers across the country to not only organize a union, but also demand more in existing contracts.

Nearly 200 Bobcat workers in Rogers vote to join United Steelworkers

Workers at a Bobcat production facility in Rogers voted March 21 to form a union with the United Steelworkers (USW). The vote, which covered 190 plant employees, came on the heels of a win last September for the USW at Bobcat’s facility in Bismarck, N.D., which employs about 700 people.

Workers voted 94-71 in favor of unionizing, according to the National Labor Relations Board.

USW President Thomas Conway said Bobcat workers “will have a strong advocate to bargain for better pay, benefits and working conditions” in their new union. He added: “A fair union contract will improve the standard of living for workers now without sacrificing the security of their jobs, earnings or benefits in the future.”



USW District 11 Director Emil Ramirez said staffing and safety are likely to be key priorities for Bobcat workers when contract negotiations begin.

“As companies seek to increase production, it is absolutely essential for workers to have a say on issues that could impact their health and safety,” he said. “Fair, competitive pay and benefits will keep loyal, experienced workers on the job, and ensuring adequate staffing will keep the plant running as safely and efficiently as possible.”

After nearing strike, west metro Cub Foods workers ratify historic contract

Grocery workers who were on the brink of a strike celebrated new union contracts April 7 that will raise wages from \$2.50 to \$3.50 an hour by the spring of 2024, while also establishing a landmark safety committee.

The new contract covers about 3,000 members of United Food and Commercial Workers Local 663 who work at corporate-owned Cub Foods stores. Most union members are part-time workers, and the union was able to negotiate several gains for part-timers, including language that will reclassify about 300 workers into full-time jobs.

“Raises are even bigger for more than 300 retail specialists like me, who will be converted to classified assistants,” said Sami Moll, a deli worker in Chanhassen. “Some of us will be making

\$5 to \$8 more an hour by this time next year, which is phenomenal.”

Workers voted overwhelmingly to ratify the agreement April 11.

“What we have done, is we have rewritten the history, and the future, for 3,000 souls and countless ahead of us,” said Pam Wilson, a head customer service manager at Cub - Eagan East. “We are a more powerful union now, and we are only going to continue to build our power together.”

Workers’ previous contract with UNFI Cub expired March 4.

A month after expiration, 94.5% of voting members authorized their bargaining committee to call for an unfair labor practice strike, scheduled to begin April 7 – on Good Friday – before the two sides reached an agreement overnight.



Before heading out to provide no-cost repairs to homeowners in need, Water's Off volunteers gathered for breakfast and a brief program at a Roseville hotel. Several elected officials and labor leaders attended, including Gov. Tim Walz, who delivered an official proclamation declaring March 25 "Water's Off Day" in Minnesota. submitted photos



Local 34 members who volunteered on an apartment project for veterans included, L to R, (back) Mike Hedquist, Mike Carlson, Business Manager Dean Gale, Ted Giles, Troy Kunze, (front) Doug Hedquist, Megan Gale, Jerry Keating, Julia Kunze and Kip Kopera.

Union plumbers' day of service offers no-cost repairs to local homeowners

Union plumbers in St. Paul, Minneapolis and Rochester volunteered their time and talents March 25 to provide 45 senior, low-income and disabled homeowners with no-cost plumbing repairs and inspections.

The plumbers' annual Water's Off day of service, started by local unions and their contractors in 1994, has now donated more than 14,000 hours of skilled labor to over 4,000 Minnesota households, with a combined value of over \$2,100,000 to homeowners.

"Giving back to our communities is one of our core union principles, so once we identified the problem, we knew we needed to help," said David Ybarra, president of the Minnesota Pipe Trades Association, which represents more than 9,000 plumbers, pipefitters and other skilled union tradespeople.

More than 90 union members gave up their Saturday to volunteer this year, according to organizers. Three local unions - including St. Paul Plumbers Local 34 - plan the day of service in partnership with the Minnesota Mechanical Contractors Association,

the Metro Plumbing Heating and Cooling Contractors and three Community Action Partnership agencies, which help identify homeowners in need of service.

"By providing free plumbing repairs & inspections, this program not only saves these homeowners money," said Marcia Paulson, program coordinator for Community Action Partnership of Ramsey and Washington Counties. "It lifts a weight off their shoulders and brings the community together."

Water's Off also helps raise awareness of the importance of water conservation, attained through proper plumbing maintenance and repair, organizers said.

On the same day as Water's Off, Plumbers Local 34 dispatched a crew of volunteers to a two-story apartment building on St. Paul's east side, where union members assisted with renovations sponsored by the Minnesota Assistance Council for Veterans. Once the project is complete, the housing will go to veterans experiencing homelessness.



Let's get together, union members!

The St. Paul Regional Labor Federation's local labor assemblies bring working people and retirees together to exchange ideas and take action on issues that matter most in their communities. Assembly meetings are open to all union members who live or work in our four-county area.

Chisago County Assembly
May 23, 6 p.m.

To register for the Zoom meeting,
email cnocerini@stpaulunions.org

Dakota County Assembly

May 11, 7 p.m.
Dakota County United Educators,
6950 West 146th St., Apple Valley

Ramsey County Assembly

May 23, 6 p.m.
Saint Paul Labor Center,
353 7th Street West

Washington County Assembly

May 24, 6 p.m.
Washington County Gov't Center,
Stillwater.



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Official notice regarding SPRLF endorsements

At its monthly delegate meeting May 10, 2023, the Saint Paul Regional Labor Federation, AFL-CIO, will hold and may consider recommendations for endorsement in upcoming municipal and school board elections, as well as endorsement of school funding referenda.

For more information, or to learn more about the endorsement process, call 651-222-3787.



Minutes of the Saint Paul Regional Labor Federation

APRIL 12, 2023

The Saint Paul Regional Labor Federation met in regular session on the above date and was called to order with the Pledge of Allegiance by President Peterson at 6 p.m. Board members in attendance were Beedle, Beissel, Edwards, Engeldorf, Gibbons, Guertin, Hill, Hoerth, Madden, McNamara, Michelson, Peterson, Ryan, Sansom, Schmidt, Seath, Slattery, Tastad-Damer, VanDassor, Vanderport, Varco and Wynn. Excused were Gale, Hoppe and Markham-Kocurek. Absent was Luneburg.

President Peterson read the Code of Conduct. She will go over the Code of Conduct at the beginning of each meeting. The Code states: The AFL-CIO is committed to providing an environment free from discrimination and harassment. We ask all meeting participants to embrace our values of equity and equality and conduct themselves in this meeting consistent with those values. The RLF meetings that are held the Second Wednesday of the month will have a designee as the first point of contact for anyone who thinks they have experienced discriminatory, harassing or otherwise unacceptable behavior. President Peterson has assigned two designees as points of contact that will be announced at the start of each meeting. We urge you to contact him/her if you have any concerns. The designees are Bunny Engeldorf, Secretary-Treasurer and Perry Schmidt, Vice President.

CREDENTIALS

Credentials were received from NABET CWA Local 411. President Peterson administered the Oath of Obligation to those new delegates and alternates in attendance.

MINUTES

M/S/C TO APPROVE MINUTES OF FEBRUARY 8, AND MARCH 8, 2023, AS PUBLISHED IN THE UNION ADVOCATE NEWSPAPER AFTER THE SECRETARY-TREASURER NOTES THERE ARE NO ADDITIONS OR CHANGES CALLED FOR.

COMMITTEE ON POLITICAL EDUCATION (COPE) MINUTES MARCH 8, 2023

COPE met in regular on the above date and was called to order by President Peterson at 5 p.m. Board members in attendance were Beedle, Beissel, Edwards, Engeldorf, Gibbons, Guertin, Hill, Hoerth, Krey, Madden, Markham-Kocurek, McNamara, Michelson, Peterson, Ryan, Sansom, Schmidt, Seath, Slattery, Tastad-Damer, VanDassor, Vanderport, Varco and Wynn. Excused were Gale, and Hoppe. Absent were Lohmann, Luneburg, Mayer, and Naseth.

Items to come before this board included:

- President Peterson gave an update on events going on at the Minnesota Legislature. The committee discussed candidate screening questionnaires.

- **M/S/C TO PURCHASE A TABLE OF TEN AT THE MINNESOTA DFL HUMPHREY-MONDALE DINNER AT A COST OF \$1,500.**

There being no further business to come before this board the meeting is adjourned.

EXECUTIVE BOARD MINUTES APRIL 12, 2023

The Executive Board met with

RLF Retirees resume meetings at Labor Center



Minnesota AFL-CIO Retiree Council President Ken McInnis led newly elected officers of the Saint Paul Regional Labor Federation Retirees in their oath of office during the organization's March meeting at the Labor Center. Officers present for the oath included (L to R) Secretary Walt Handschin (SPFE Local 28), Trustee Don Slaten (Machinists Local 459), Trustee Bob Mayer (Machinists Local 459), Treasurer Juanita Grayden (Cement Masons Local 633 family member), Trustee Michael Madden (Machinists Local 112) and President Tom Edwards (St. Paul Postal Workers). No pictured is Vice President Barb Herrington-Hall (SPFE). The Saint Paul RLF Retirees paused meetings after the COVID-19 outbreak three years ago, but plan to resume meeting the third Wednesday of each month at noon in the Saint Paul Labor Center, 353 7th Street W. For more information about joining the Retirees, contact Colleen Nocerini at cnocerini@stpaulunions.org or call 651-222-3787, extension 115.

those same members present who are duly elected to this board.

Items to come before this board included:

- **PRESIDENT'S REPORT:**

President Peterson gave an update on staff contract negotiations being settled, Worker's Memorial Day, Labor Bowl, Labor-Red Cross Blood Drive being held on June 8, 2023, the Seventh Annual Union Job and Resource Fair being held on Wednesday, May 24, 2023, the NALC Food Drive, the City of St. Paul's budget process, and the City of St. Paul's committee's and commissions.

- **ORGANIZING: UPDATES/CAMPAIGNS:** AFSCME, ATU Local 1005, IAM Local 1833, SEIU Healthcare Minnesota and Iowa, SEIU Local 284, SPFE 28 and USW, gave updates on their organizing activities.

- **THANK YOU NOTES:** Received from SEIU Local 284 for strike support and the Minnesota AFL-CIO State Retiree Council for the RLF's \$500 contribution to their annual fundraiser.

- **M/S/C FOR THE RLF TO MAKE A \$500 CONTRIBUTION TO THE SIXTH ANNUAL HOMES FOR OUR TROOPS GOLF TOURNAMENT.**

- **M/S/C FOR THE RLF TO MAKE A \$500 CONTRIBUTION TO THE 23RD ANNUAL GUIDE DOGS**

OF AMERICA "JOHN MASSETTI MEMORIAL" GOLF TOURNAMENT.

There being no further business to come before this board the meeting adjourned.

REPORT OF THE TREASURER

Secretary-Treasurer Engeldorf reported on the financial status of the Federation as of March 2023. The report was accepted as read.

REPORTS OF STANDING COMMITTEES

- Michael Madden reported on behalf of the Chisago County Labor Assembly. Our next meeting will be on the fourth Tuesday of the month via zoom at 6:00 p.m.

- Connie Beissel reported on behalf of the Dakota County Labor Assembly. We are working on the Worker's Memorial Day service on Friday, April 28 at Lebanon Cemetery of Apple Valley. All labor endorsed elected officials have been invited including legislators, county commissioners, mayors and city council. Our next meeting will be the second Thursday of the month at 7:00 p.m. in person. Contact Colleen Nocerini or Kera Peterson if you would like to be included.

- Brian Beedle reported on behalf of the Washington County

Labor Assembly. We are working in partnership with Lutheran Church regarding FARE for ALL. Our retirees are continuing to meet at Community Thread once a month. Our next meeting will be the fourth Wednesday of the month at 6:00 p.m.

- Martin Hoerth reported on behalf of the Ramsey County Labor Assembly. We had a discussion regarding violence in the community and helping members get through. Our next meeting will be on the fourth Wednesday of the month via zoom at 6:00 p.m.

PRESIDENT REPORT

President Peterson reported on legislative updates, Leadership Intensive Training Part II, delegate updating program, City of Saint Paul budget process, openings for individuals to serve on City of Saint Paul boards and commissions, and the NALC Food Drive.

STAFF/LABOR LIAISON REPORTS

- Colleen Nocerini, political organizer, reported on Worker's Memorial Day at the Lebanon Cemetery of Apple Valley.
- Michael Moore, Union Advocate newspaper editor, is looking for judges for the Minnesota History contest. The

newspaper sponsors two cash prizes.

- Erica Dalager Reed, AFL-CIO Community Services Liaison, reported on the Twelfth Annual Labor Bowl being held on Thursday, May 4, 2023, please contact Laura to set up a time to bowl at 651-222-3787 ext. 117, the Union Job and Resource Fair being held on Wednesday, May 24, 2023, and the Labor-Red Cross Blood Drive being held on Thursday, June 8, 2023.

NEW BUSINESS

Bill Wessinger announced the Minnesota State Retiree Council, AFL-CIO is holding its 18th Annual Fun(d)-raiser on Saturday, May 6, 2023, from 3-7 p.m. at the Sheet Metal Workers Local 10 Hall. He has raffle tickets.

GOOD AND WELFARE

Discussion on the acknowledgement of overturning Right to Work in Michigan and election of judge in Wisconsin.

There being no further business to come before this delegation, the meeting adjourned.

Submitted by,
BERNADINE ENGELDORF
Secretary-Treasurer



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