



Volume 2 | Issue 6

November 2024

MN GUILD NEWSLETTER

SOLIDARITY FOREVER

If you didn't get the chance to join us at the picnic, you missed Erick Biard (*Hennepin Healthcare Services*) with his guitar. He wanted to share his favorite stanza from *Solidarity Forever*, by Ralph Chaplin:

In our hands is placed a power
greater than their hoarded gold,
Greater than the might of atoms,
magnified a thousand-fold,
We can bring to birth a new world
from the ashes of the old,
For the union makes us strong.



How Does the Guild Serve You?

I'm not going to sugar-coat it - this last month has been very challenging for many members across the local. Multiple units are facing layoffs, discipline, payroll hiccups, union-busting tactics and breaches of the contract.

The newsletter doesn't always reflect the messy stuff out of respect for people's privacy, security, emotional process, and because it's really hard to convey nuance in 300 words or less.

Like we always have, we'll navigate the challenges together.

UPCOMING EVENTS

11
19

3-Session Course: Labor Writing Workshop
November 19th (required), December 3rd, & December 17th
Virtual, \$25 fee

[Register here.](#) People have always explored the nuances of what work is and how it impacts how we live. This class series will explore literature by and about working people. Attendees will write their own pieces and receive feedback from other attendees.

12
06

MN Guild's Nonprofit Caucus
1:00-2:00PM | Friday, December 6th *Virtual*

Introductions, determine caucus structure, and a discussion about Interest-Based Bargaining. Designed for members of nonprofit units, but all are welcome! [Zoom.](#)

IN THIS
ISSUE:

- GUILD OFFICE UPDATE
- UPCOMING EVENTS
- DULUTH NEWS SIGNS CONTRACT
- WORKING PARTNERSHIPS RESOURCES
- ARTICLES WE'RE READING
- LABOR REVIEW WINS AWARDS
- AI PRINCIPLES FOR WORKER WELL-BEING
- FAMILY AND MEDICAL LEAVE
- GIVE TO THE MAX 2024

UNIT UPDATES

Employer at DNT brings money to the table; Agreement quickly reached

By Jimmy Lovrien (*Duluth News Tribune*)

The bargaining unit at the Duluth News Tribune secured a new three-year contract, guaranteeing annual raises to its 27 Guild-represented employees across the newsroom, advertising and circulation departments.

The contract, approved by members on Monday, Nov. 11, secures annual wage increases of 4%, 3% and 4%.

“These are easily the strongest increases we would receive in many years, if not decades,” said Tom Olsen, unit chair.

Since most of our members work remotely, we were able to increase existing cellphone and internet reimbursements.

Those, combined with wage hikes, will help offset some of the effects of inflation members have felt since the last round of negotiations three years ago.

“We feel this will help stem the tide of recent inflation and provide some economic security over the next few years,” Olsen said. “And we have secured important new language on issues such as discipline, which will put us in a better place going forward.”

Other updates to the contract include language that ensures employees using Minnesota’s new sick and safe time law will be able to supplement benefits with paid time off up to 100% of regular pay and the adoption of a policy with safeguards for using artificial intelligence.

The contract agreement between the Guild and management was reached after three negotiation sessions over two weeks in late October.

With negotiations behind us, Guild members are now focused on our next objective: the annual Guild holiday party on Dec. 9.



ABOUT WORKING PARTNERSHIPS

We are a 501 C3 non-profit whose mission is to help union members & families during tough times.

We serve residents of Hennepin, Anoka, Carver, Scott, Wright, Meeker and McLeod counties.

We are part of a 75 year-old national & local partnership between organized labor and United Way.

This partnership supports our program in Minneapolis and western suburban counties as well as programs in St Paul and Duluth.



YOUR \$ HELPS ASSIST
UNION MEMBERS
& FAMILIES



YOUR \$ HELPS
CONNECT TO UNION
JOBS & TRAINING



YOUR \$ HELPS US BE
FLEXIBLE & ADDRESS
NEW NEEDS



If you know of a coworker in need or going through an emergency situation, please keep us in mind as a good resource

For referral or further information contact:

Doug Flateau
doug@workingpartnerships.org
(612) 805-4236

Mary Hampton
mary@minneapolisunions.org
(612) 756-4790

ARTICLES WE'RE READING:

» What is 'status quo' and how can it protect you from layoffs? [The NewsGuild-TNG-CWA](#)

» Here's how Black and Latina women are changing how unions work [AP News](#)

UNIT UPDATES

Mpls Labor Review Wins ILCA Awards

By Steve Share

(*Minneapolis Labor Review*)

The Minneapolis Labor Review (MLR) won three awards in the International Labor Communications Association's (ILCA) annual labor media contest. The awards recognize work produced in 2023. [The awards](#) for the MLR include:

1st - Best Labor History Story

["New musical tells story of Foshay Tower builder Wilbur Foshay and his support for union labor"](#)

1st - Best Op-Ed, Editorial or Column

This award was for Chelsie Glaubitzi Gabiou's column, ["Take action to help pass legislation for paid family and medical leave."](#)

Honorable Mention - Best Photo Essay or Gallery

Photos related to the article:

["CTUL campaigns for protections for non-union construction workers."](#)



Union-busting bingo card. Property of: [Hearst Media Union](#), members [Writers Guild of America, East](#)

Department of Labor releases AI Principles for Worker Well-being [\(See the full article here\)](#)

The Best Practices provide strategies for how AI can benefit workers and businesses, while maintaining a focus on workers' rights, job quality, well-being, privacy and economic security. These approaches include:

- Ethically developing AI standards, review processes and establishing governance structures.
- Ensuring meaningful human oversight for significant employment decisions.

- Being transparent with workers about the use of AI and identifying how AI can assist workers.
- Centering workers and their input on the use of AI in the workplace.
- Protecting workers' labor and employment rights.
- Providing AI training for workers.
- Securing and protecting worker data.

An attack on journalists anywhere, is an attack on journalists everywhere.



HUMAN RIGHTS COMMITTEE

MEETINGS FOR 2024

Second Tuesday of the Month!
at 10-11am CT. [Email Allana](#)
to get the Zoom invite.

Since the start of the Israel-Gaza war, at **least 137 journalists have been killed, most of them Palestinian**, according to the Committee to Protect Journalists.

The NewsGuild-CWA stands in solidarity with journalists and media workers in the region bringing us truth in the Israel-Gaza War.

GIVE TO THE MAX DAY SUPPORTS NONPROFITS

Give to the Max Day (GTMD) is a showing of support for nonprofits and schools across Minnesota. The more donations, the greater the organization's chances of winning \$500 awards each day during Early Giving (now!) and \$1000 awards every 15 minutes all day long on Thursday, November 21.

Give the gift of good jobs this holiday season by visiting giveMN.org, and consider donating to your sister organizations:

- ACLU of Minnesota
- Beacon Interfaith Housing
- CTUL
- Clean Water Action
- FairVote MN
- Hope Community, Inc.
- MN Council of Nonprofits
- MinnPost
- TakeAction MN

YES, YOU CAN

Use Family and Medical Leave for Postpartum Mental Health.

In the weeks after giving birth **up to 85%** experience some level of anxiety or depression. The Department of Labor explained the Family and Medical Leave Act (FMLA) and how it helps those affected by postpartum mental health conditions.

While the federal benefit is unpaid, your union representatives may have already negotiated for a few weeks of paid time for FMLA. **Beginning January 1st 2026**, Minnesotans will have a new paid FML program which will cover a percentage of your wages for up to 20 weeks.

THE MOST IMPORTANT THING TO KNOW ABOUT YOUR UNION IS THAT
YOU ARE THE UNION. A UNION IS ONLY AS STRONG, EFFECTIVE, AND
POWERFUL AS THE MEMBERS WHO PARTICIPATE IN ITS OPERATION AND ACTIVITIES.