



Volume 2 | Issue 7

December 2024

MN GUILD NEWSLETTER

14 MN GUILD MEMBERS ACROSS 5 UNITS

have experienced layoffs in 2024 because of economic challenges in their organizations.

We fought for the softest landing that we could so they could find other work and land on their feet quickly.

Our hearts go out to those affected workers and their coworkers.

Know Your Contract

A member recently reported that their HR director denied them bereavement leave after the death of their grandmother. Their union contract clearly covers this circumstance. If their steward had known within the timeline to file a grievance, the union could have fought for that worker's right to reasonable time off.

You can't always trust Human Resources. Know your contract. Discuss workplace injustices with your coworkers.

Have you resolved to get more involved in the new year?

Do you perhaps have a little free space on your calendar?

Consider these opportunities!

JOIN the Executive Board!

Due to involuntary layoffs, we have two open seats on the Guild's Executive Committee – 2nd Vice President and Nonprofit chair.

Send an email to Candace@mnguild.org if you are interested in finishing out the term of January – September 2025 for either of those seats.

Chairs should plan to attend most of the [membership and executive board meetings](#) for the calendar year 2025.

TWIN CITIES LABOR CHORUS

Feel the power of your voice by joining a choir!

- All voice parts and ages welcome. (No auditions)
- Rehearsals 5:30-7:00pm
- 2nd and 4th Tuesdays
- MN AFL-CIO building, 175 Aurora Ave, St. Paul, MN

To join, email tclaborchorus@gmail.com or just show up.

UPCOMING EVENTS

01
15

**Training hosted by LES and SEIU 26:
The Hyper-Exploitation of Contracted Workers
Wednesday, January 15 | 3:00PM-4:30PM CT Virtual (\$25)**

Did you know that many contracted and subcontracted workers are subject to provisions that limit their freedom to move into a different job, like restrictive covenants or non-compete agreements? Learn about these measures, other workplace issues contracted workers face, and how they're fighting back! [Register here.](#)

IN THIS ISSUE:

- 2024 RECAP: LAYOFFS
- KNOW YOUR CBA
- JOIN THE EXEC BOARD
- TWIN CITIES LABOR CHORUS
- UPCOMING EVENTS
- UNIT UPDATE: ACLU OF MN
- DULUTH ANNUAL PARTY
- NONPROFIT CAUCUS

UNIT UPDATES

Preparing for what's to come

By Paul Sullivan, *ACLU of Minnesota*

Our members at the ACLU of Minnesota have been working with Minnesota lawmakers to strengthen protections against the civil liberties violations it anticipates under the Trump administration. This initiative is called the [“Firewall For Freedom”](#) and seeks to insulate Minnesota from the worst harms of the Trump administration through a states’ rights framework. The Firewall’s priorities include:

- Expanding privacy protections
- Protecting the LGBTQ+ community
- Prioritizing Equal Rights and Diversity, Equity, and Inclusion
- Protecting Immigrants
- Addressing Gap in Policing Investigations
- Protecting Protest Rights

The ACLU of Minnesota is calling on Governor Walz’s office to act upon these priorities before January 20th, 2025 by calling a special session of the Minnesota Legislature.



December 8, 2024. The annual gathering of the Duluth-area contingent of the MN Guild and their families.



SCHOLARSHIP FOR ‘25-’26

The [CWA Joe Beirne Foundation](#) will award **16 college scholarships** of **\$4,000** each for the 2025-2026 and 2026-2027 academic years. CWA members, their spouses, children, and grandchildren are eligible for scholarships, including the dependents of retired, laid-off, or deceased members.

[Applications available here.](#) The final deadline for the 2025-2026 school year is 11:59 PM, EDT, April 30, 2025.

DID YOU MOVE?

Now’s the time to let us know!

Reach out to [Allana](#) with your new home address – we’ll be mailing out our annual report early in the new year.



CEMETERY LOTS

Our Local owns multiple cemetery lots in Roselawn Cemetery (St Paul) and Hillside Cemetery (Minneapolis). These lots are available for purchase at the *dirt-cheap* price of \$300 per lot, plus title and transfer fee. For more info, [contact Marilyn](#) in the office at 651-645-9000.

Nonprofit Caucus

By Sierra St. John, MN Council of Nonprofits

The Nonprofit Caucus, a group for Minnesota Guild members, met for the first time on December 6th. It included members from TakeAction Minnesota, Minnesota Council of Nonprofits, and Hope Community.

The Caucus explored topics including but not limited to member/team engagement, interest-based bargaining, progressive discipline processes, and contract wins from recent negotiations.

It is a great place for experience-sharing and community building for nonprofit units.

The Caucus plans to meet quarterly ([first Fridays 1-2pm on Zoom](#)). The next meeting will be March 7th.

Pop in or [email Allana](#) to make sure you get the calendar invite and agenda updates. If Friday afternoons are hard for you, let Allana know and we can find a different day/time that works for all who are interested.



CONFIDENCE IN UNIONS SOARS

A new poll finds **union support has reached 70%** with disapproval at a 57-year low. More charts of different types of Labor Union approval over time can be found at [Gallup Historical Trends](#).



SURVEY: SHARE YOUR EXPERIENCE! Journalists & Artificial Intelligence

The University of Texas is asking U.S. journalists to complete a survey on how they feel about the use of generative artificial technology and learn about their perspective on regulation and guidelines.

[Complete the survey here.](#)

It only takes 12 minutes.

The indomitable Cierra Brown (*TakeAction MN*), left, spreads seeds over the poem "We heal together; we tell our truths; we love each other and support each other" in this painting at TakeAction's office by mural artist Olivia Levins Holden.

NEWSLETTERS ARE A COLLABORATIVE EFFORT. CONTRIBUTORS WANTED!

Are you willing to write a unit update, submit art, draw a comic, or have other ideas for content? Quieres este boletín en español? The more members that participate, the more this is a project by-and-for the people.