



Vol 2 | Issue 8

January 2025

MN GUILD NEWSLETTER

CLASSES

LABOR LAW FOR ORGANIZERS

MONDAYS
MARCH 16-MAY 31
6:00-8:30

WORKING CLASS HISTORY

WEDNESDAYS
MARCH 16-MAY 31
6:00-8:30

LABOR ORGANIZING IN THE FACE OF STRUGGLE

TUESDAYS
MARCH 16-MAY 31
6:00-8:30

WORKSHOPS

ARBITRATION FOR UNION ACTIVISTS

FEBRUARY 23-27
& JULY 20-24

'MINNESOTA'S UNIQUE POLITICAL HISTORY

APRIL 12, 9-12
ST. PAUL, MN

LABOR CLASSES

FROM NEW BROOKWOOD & L.E.S.

Want to learn more about labor history, organizing, arbitration, or the state of workers today? Check out these classes from the New Brookwood Labor College and Labor Education Services at the University of Minnesota!

REGISTER:

[New Brookwood classes here.](#)

[LES classes here.](#)

ALL CLASSES ONLINE EXCEPT *! TIMES LISTED CENTRAL TIME.
REGISTER TODAY! NEWBROOKWOOD.ORG/REGISTER

UPCOMING EVENTS

01
22

MN Guild Membership Meeting

6:00PM CST | Wednesday, January 22nd *Virtual*

All are welcome to attend!

Agenda: (1) vote on the Bylaws proposal, (2) review annual audit.

Contact marilyn@mnguild.org to request the Zoom link.

01
28

MN Guild Steward Training: Discipline

12:15PM-1:00PM CST | Tuesday, January 28th *Virtual*

An introduction to the steward's role in discipline matters. 50/50 lecture and informal conversation. Led by Guild members Santiago and Erick (*Hennepin Healthcare*). [All members may attend.](#)

BACK BY POPULAR DEMAND!

SPRING 2025

COMMUNITY CLASSES

VIDEO PRODUCTION FOR ORGANIZERS

FEBRUARY 19TH 4:00-6:00 PM CT

DEEPENING OUR SOLIDARITY: LABOR & DISABILITY JUSTICE

APRIL 29TH, MAY 13TH, AND MAY 27TH 6:30-8:00 PM CT

GRIEVANCE ARBITRATION

JUNE 4TH, 1:00-4:00 PM CT

Register at:

<https://z.umn.edu/LESCommunityClassesSpring2025>



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- UNIT UPDATE: RLM ARTS NEW BOOK
- STATE OF LOCAL NEWS 2024 REPORT
- STEWARD'S CORNER: INCREASE PARTICIPATION
- HRC: SANCTUARY CITY ON FEB 9

UNIT UPDATES

Regrouping after Layoffs

By Cedar Humphrey (UFCW 663)

I lost 9 of my coworkers to layoffs last month. People that inspired me to become a rank-and-file leader at the shop I used to work at took a voluntary layoff due to severe budget cuts at our local. We've lost a massive amount of talent and experience, and although we stay in touch, my coworkers and I miss them every day.

The conversations we had leading up to layoffs were incredibly painful. A large part of our job is to inoculate workers about what intense moments at work will feel like. I think those of us that work in the labor movement can sometimes feel we're desensitized to workplace stress. Despite our training and experience preparing workers for the worst, we are not immune to the worst.

It's far too easy to slip into an individualist mindset in the face of layoffs. There were times that I found myself acting out of self-preservation vs. moving and breathing as a union. What ultimately got us through our layoffs was not acting out of fear but trusting our coworkers and representatives.

The amount of work for our local has not changed. This year, 9,000 of our members' contracts expire. We have less hands to support these fights, but I trust my fellow Guild members to give it everything we've got, and I trust our members to fight for what they deserve.

YOU'VE GOT MAIL BYLAWS UPDATES

At the end of the year, we mailed members a letter about changes the Executive Committee is recommending for the local's Bylaws.

If you have any questions about the changes, email allana@mguild.org and she'll forward them to the committee. The **changes will be voted on** at the January 22 Membership meeting.



SONG LEADER INCUBATOR: Winter 2025

Singing is an essential organizing tool. Goals: feel the power of singing in a crowd, learn more songs, build leadership confidence, and think about how singing can be a tool for growth and change.

Join us **Mondays, January 6 through February 24**
6:30 – 8:00pm Central at CTUL (Minneapolis)

[Register](#) or just show up.

N95 masks required
(some will be provided)

FREE! LINKEDIN LEARNING ACCOUNT

LinkedIn Learning is a massive online video course-provider taught by industry experts in software, creative, and business skills. CWA offers all members access to a free premium LinkedIn Learning account. The account lasts for one calendar year, but you can reapply next January.

Click the black "Register Now" button [on this page](#) and then "Create an Account and Register."
Your local is called NewsGuild-CWA 37002.

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.

UNIT UPDATES

NYT refuses to recognize union at The Athletic

By Jake Lovett (*Star Tribune*)

No strangers to covering labor disputes, the staff of The Athletic now faces one of its own.

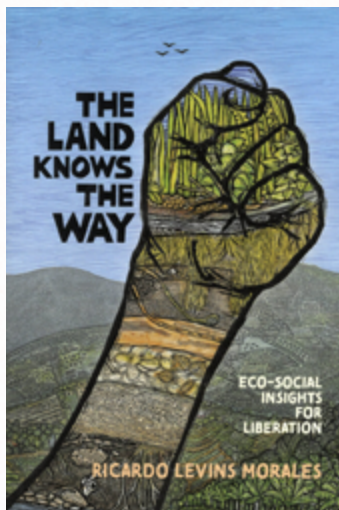
Monday [The Athletic petitioned its parent company](#), The New York Times, to recognize its roughly 200 editorial employees as members of The NewsGuild of New York and The Times Guild, the paper's in-house union.

But Thursday, [the Times declined](#) to voluntarily recognize The Athletic as part of those unions.

"New York Times management has notified the Athletic organizing committee and The NewsGuild of New York that they will not recognize The Athletic's editorial staff as part of the Times Guild," the NewsGuild and Times Guild said in a [joint statement Thursday](#). "Instead of doing the right thing by its Athletic workers, Times management is continuing the charade of pretending it operates separate newsrooms in an attempt to keep a two-tiered system that disenfranchises Athletic workers."

The Land Knows The Way

Ricardo Levins Morales (RLM Arts) released his first ever book this January. *The Land Knows the Way: Eco-Social Insights for Liberation* is a collection of political medicines – gathered and gleaned from six decades of trickster art and activism, the long history of peoples' movements, and the deep rhythms of our planet's ecology. You can get a copy and support the union staff at RLM Arts by going to their Minneapolis storefront or [ordering online](#).



QUOTE FROM A MEMBER: "I've had many workplaces and can say the relationship between management and employees in our office is the healthiest I've ever witnessed. It may not be perfect, but it's my first union employer, and I think the union makes a big difference in the level of security and respect everyone feels."

Voluntary recognition of a union by management is the easiest path for employees to organize, but often meets resistance, leading to the other, more arduous process for organizers: holding union elections.

"Management's decision does not come as a surprise, given The New York Times' long history of union-busting," the Guilds' statement said. "We filed for an election at the National Labor Relations Board, and that process is moving forward."

The Times bought The Athletic in 2022 for a reported \$550 million. In 2023, the Times announced it would be shuttering its internal sports desk and reassigning staffers to other departments, instead relying on the non-union Athletic to provide its sports coverage in print and online.

The Athletic employs reporters and editors around the world, including many in Minnesota.

"Sports jobs are Times Guild jobs," the NewsGuild said Thursday. "It's that simple."

THE STATE OF LOCAL NEWS: 2024 REPORT

The third installment of Northwestern University's **Medill State of Local News** Report recently released its third annual report. According to its website, the research project is "designed to provide new insights and to identify trends in the nation's fast-changing local news ecosystem."

The report used survey data from more than 9,000 local outlets. Key trends: news deserts are spreading, mergers and acquisitions are rampant and rising, and community coverage is going down overall.

You can view the report and maps at [The State of Local News 2024](#).

UNIT UPDATES

Steward's Corner: 'There Aren't Enough of Us'

Excerpt from [an article](#) in *Labor Notes* issue #540-541 Mar/Apr 2024

It's a common situation; there's too much union work to do, and not enough people doing it.

Carrying too much work puts a lot of pressure on stewards, and you're liable to burn out. You may find yourself overwhelmed with tasks, unable to prioritize, dissatisfied with the results—and possibly making poor decisions, because you're too busy to solicit and include ideas from others. Most important, this arrangement squanders the intelligence, creativity, and energy that your fellow members could bring.

Consider changing how you're asking individuals to join you. Some of your co-workers may be waiting to take on meaningful work—but they may not know it until you invite them. **Make a list of people you'd like to see step up, and try this :**

- Offer an invitation, not an assignment.
- Create work from what they want to do.
- Offer a work buddy.
- Relinquish control.
- Follow their lead.
- Bring dignity and care to the task.

We heard very positive feedback from members about how classy the new layout was for last year's **Annual Report**. Shout out to our members at Smart Set for designing and printing it.

We're getting ready to send out the 2024 report this month:

VOLUNTEERS WANTED
in January for an envelope party.
[Let Allana know](#) to invite you once details are set.

HUMAN RIGHTS COMMITTEE

MEETINGS FOR 2025

Second Tuesday of the Month
at 10-11am CT.

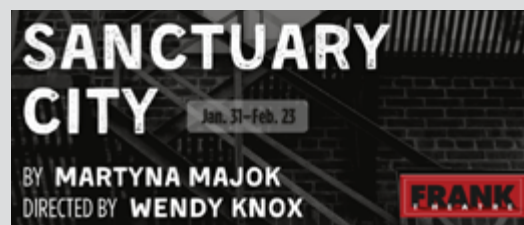
[Join us on Zoom.](#)

THE HUMAN RIGHTS COMMITTEE CORNER

This quarter, the Human Rights Committee is thinking about immigrants, borders, and what it means to be "home."

Please join fellow Guild members on Feb. 9 for [Frank Theatre's production of *Sanctuary City*](#), by Pulitzer Prize-winning playwright Martyna Majok. A post-show Q&A will follow. The play highlights the sacrifices made by a pair of DREAMers who struggle to establish a place for themselves in America, the only country they have ever known as home.

Synopsis: Two teenagers who were brought to America as children become one another's sanctuaries from the harsh circumstances of post-9/11 Newark, N.J. When G becomes naturalized, she and B hatch a plan to marry so that B may legally remain in the country and pursue the future he imagines for his life. But as time passes and complications mount, the young friends find that this promise challenges and fractures the closest relationship either has ever had.



Open Eye Figure Theatre

Minneapolis, 506 E. 24th St.

February 9 at 2:00PM

Show and Q&A will be over by 4PM

Tickets: \$25-30, OR
stay tuned for a MNGuild discount!