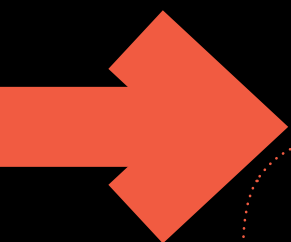




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MN GUILD NEWSLETTER



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Photojournalist Honored

Former Star Tribune Guild member, Glenn Stubbe, retired in December after a long career in photojournalism. He was honored in a 5-minute piece on [PBS's Almanac](#).



She Who Welcomes You and Brings You Hope, 2023.
Mural by Samie Johnson (Hope Community) and Olivia Levins Holden at The Commons at Hope, 611 E Franklin Ave, Mpls. [More on p.2.](#)

2025 LABOR BOWL

We are looking to fill a bowling team for the annual St. Paul Labor Studies and Resource Center's fundraiser. Members of any experience level are very encouraged to reach out! The Guild will cover the cost of bowling and shoes. 5 people to a team.

[Email Allana](#) before March 26th to claim your spot.

Thursday, May 8 | Sun Ray Lanes

Likely 5:00-6:00 but earlier slots possible.



UPCOMING EVENTS

03
07

MN Guild Nonprofit Caucus

Friday, March 7 | 1:00PM-2:00PM CT *Virtual*
[Join via Zoom](#). Anyone from a nonprofit unit is encouraged to attend. Meets quarterly.

03
26

Membership Meeting

Wednesday, March 26 | 6:00PM CT *Virtual*
[Contact Marilyn](#) to request the meeting packet and the Zoom link.

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.



UNIT UPDATES

Power of Vision

By Jay Gabler, *Duluth News Tribune*

According to Samie Johnson, “it just made sense” for Hope Community employees to join the Minnesota Newspaper & Communications Guild. “We were a nonprofit that does organizing, and obviously there’s a lot of communication involved in that.”

The longstanding nonprofit just marked the 20th anniversary of a project Johnson has been involved with since 2019 and now coordinates. The Power of Vision Community Mural Project uses mural creation as a community-building tool, with over 30 South Minneapolis murals to its credit.

“To become involved in a mural project really gives an opportunity for people to build their leadership and their artistic skills,” said Johnson, “which creates confidence in expressing yourself through your voice, through your artistic lens.”

An outstanding example is a 2019 mural called **Defend, Grow, Nurture Phillips**, covering 4,000 square feet on the Project for Pride in Living building at 1035 E. Franklin Ave. in the Phillips neighborhood. The product of numerous interviews, meetings, and community paint days, the mural centers on an image of an Indigenous woman.

“It just feels very protective and feels very like it resonates with the history of Franklin,” said Johnson. “It was a huge, beautiful learning process for everyone involved.”

As an artist and organizer, Johnson said the Power of Voice project strengthens neighborhood networks. “It creates support structures and supportive relationships that transcend the mural itself.”

Mural on the Ave Unveiling Celebration 2019.
Photo: Bruce Silcox.

Organizing as a guild unit has had a similarly positive effect on Hope Community employees, who signed their first contract in 2020. “We’ve really created a lot more trust as an organization,” said Johnson, “which creates a more supportive environment to do the work that we do.”

ARTICLES WE’RE READING:

- Want to live longer? Consider joining a union. [Minnesota Reformer](#)
- SEIU Joins AFL-CIO to Build Unprecedented Worker Power, Win Unions for All Workers [AFL-CIO January 8, 2025](#)
- AFL-CIO, Affiliate Unions, Economic Policy Institute File Emergency Lawsuit Against DOGE to Protect Privacy of Worker Data [AFL-CIO February 5, 2025](#)

EFFECTS BARGAINING EXPLAINED

Note: The following is an excerpt from this Feb. 2018 Labor Notes article.

When management changes an established working condition or adopts a new policy that adversely affects employees, stewards should alert union leaders quickly. By submitting a demand to bargain or filing a grievance, the union may be able to stop, modify, or delay harmful developments.

For bargaining purposes, the NLRB divides workplace matters into two categories: "mandatory" and "permissive." The categories determine the scope of negotiations that the union can insist on before a change is finalized. If the change concerns a mandatory bargaining subject, the employer must debate both the reasons for the decision and its effect on employees ("decisional and effects bargaining"). If the change concerns a permissive subject, the employer need only bargain on the effects of the change on employees.

The following procedures must be observed before an employer makes a change in a mandatory or permissive bargaining subject:

- The union may request to bargain.
- The union may request information about the reasons for or impact of the change.
- The employer must bargain in good faith and with an open mind.
- The employer may not carry out the change unless negotiations reach agreement or impasse.

TIPS FOR EFFECTIVE NEW HIRE ORIENTATIONS

Your employer has just hired someone new. What's the process for welcoming them into the union? Usually, the steward makes first contact, but others can be involved too. Here are some suggestions:

- First impressions matter; make sure their first interaction with their union coworkers is a positive one.
- Build connections; get to know them and what they care about.
- Tell the story about why the union matters to you and/or why the union formed.
- Introduce them to the contract – major wins and where to look for answers.
- Explain the role of a steward and of the local. Be ready to answer questions about dues and what they help to fund.
- Encourage their participation in union activities.
- Have a follow-up plan with each new hire and recruit other members for that role.
- Track the progress of the new hires' sign-up status and involvement.
- Take time to recognize and celebrate new members!

THE HUMAN RIGHTS COMMITTEE CORNER

Go see this play!

By Neal Justin (*Star Tribune*)

"Sanctuary City," now playing at the Open Eye Figure Theatre in Minneapolis, is a thought-provoking drama about two teenagers leaning on each other as they fear being deported. The Guild's Human Rights Committee (HRC) sponsored a chance to see the play this past Sunday, providing an ideal opportunity to learn more about undocumented young people struggling to figure out their identities and places in the world.

The staging of the 105-minute play by Frank Theatre was followed by a discussion led by the company's artistic director Wendy Knox. Martyna Majok's drama is set in New Jersey, during the years immediately following 9/11, but the characters' challenges resonate in today's climate. The play also touched on other issues, including discrimination against the queer community.

"Sanctuary City" runs through Feb. 23 with shows at 7:30 p.m. Thu.-Sat. and 2 p.m. on Sundays. It's a small theatre, so book ahead! For more information, visit franktheatre.org.

The Guild offered discounted tickets for members who wanted to attend. Our HRC will consider sponsoring similar events if there is interest. If you have suggestions on movies, shows, or other outings that fit our mission, please contact [Allana Olson at allana@mnguild.org](mailto:allana@mnguild.org).

▶ ▶ ▶ The HRC's Next Activity

Help us make MN Guild workplaces more inclusive! The HRC is drafting a letter to employers on best practices for creating a welcoming and respectful environment for queer and nonbinary workers. Please [contact Allana](#) if you're willing to lend your expertise to this collaborative and important project.