



The St. Paul Union Advocate

122nd Year, No. 8, Issue 5425

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

March 2019

Do Something!

Attend your precinct caucus

Union members who live in St. Paul are encouraged to attend their political party's caucuses and conventions this spring.

Caucuses are the first step in shaping the parties' goals – and determining their endorsed candidates in 2019 local elections. All seven City Council seats are up for election this November, as are four of seven seats on the St. Paul school board.

The St. Paul DFL will hold precinct caucuses at 3 p.m. March 10, with sign-in open at 2:30 p.m. Wards 2, 3 and 4 will hold ward conventions immediately after the caucuses.

- Ward 1: Capitol Hill Gifted and Talented
- Ward 2: Humboldt High School
- Ward 3: Highland Park High School
- Ward 4: Murray Middle School
- Ward 5: Como High
- Ward 6: Hazel Park Prep Academy
- Ward 7: Harding High School

Republicans in the 4th Congressional District will hold a convention at 9 a.m. March 16 at the White Bear Lake Armory. Learn more at cd4-mngop.com.

OUR AGENDA: DIGNITY, JUSTICE, FREEDOM

Shared values drive Minnesota unions' priorities during 2019 legislative session

Union members believe in the dignity that comes from affordable health care and a job with family sustaining wages. We believe that justice is served by ensuring employers pay working people the wages they're owed. We believe in the freedom to care for ourselves and our loved ones without facing hardship.

These are the values Minnesota's labor movement will work to advance this year at the Capitol, where unions are lining up behind a package of policy proposals that would benefit not just card-carrying union members but all working people in the state.

The state's largest labor federation, the Minnesota AFL-CIO, has identified six

(CONTINUED ON PAGE 10)

Bill to protect workers – and 'good employers' – from wage theft advances in Minnesota House

By Michael Moore

Union Advocate editor

A labor-backed bill to protect Minnesota workers from wage theft advanced out of its first committee hearing at the Capitol Feb. 6. The bipartisan measure would crack down on employers that don't pay workers what they are owed – and create an even playing field for employers that do.

"Those good employers are getting burned by these criminals – and that's what they are," said Rep. Tim Mahoney (DFL-St. Paul), the bill's lead author and a member of Pipefitters Local 455.

Working people nationwide lose billions of dollars to wage theft each year. They include an estimated 39,000 workers in Minnesota, according to a recent report issued by the state's Department of Labor and Industry.

(CONTINUED ON PAGE 8)



Members of the Minnesota Nurses Association, led by President Mary Turner (speaking), used their annual lobby day to call for expansion of MinnesotaCare, one of labor's top priorities in 2019.



Supporters of House File 6, St. Paul Rep. Tim Mahoney's bill to crack down on wage theft, brought specially printed signs to a press conference unveiling the legislation last month.

Union Advocate photos



Union members! Let's raise our voices in support of the values we share. Join a meeting with your state legislators this month:

At the Capitol

• The St. Paul RLF will host meetings with labor-endorsed House freshmen March 5-6 at the Capitol complex.

In Dakota County

• The St. Paul RLF will host a "Meet & Greet" with eight endorsed lawmakers March 14 in Apple Valley.

Find details on

Page 3
or online at
stpaulunions.org

Go Figure

21% New corporate income tax rate under the 2017 GOP tax bill

\$11.2 billion

U.S. profits reported by online retailer Amazon in 2018

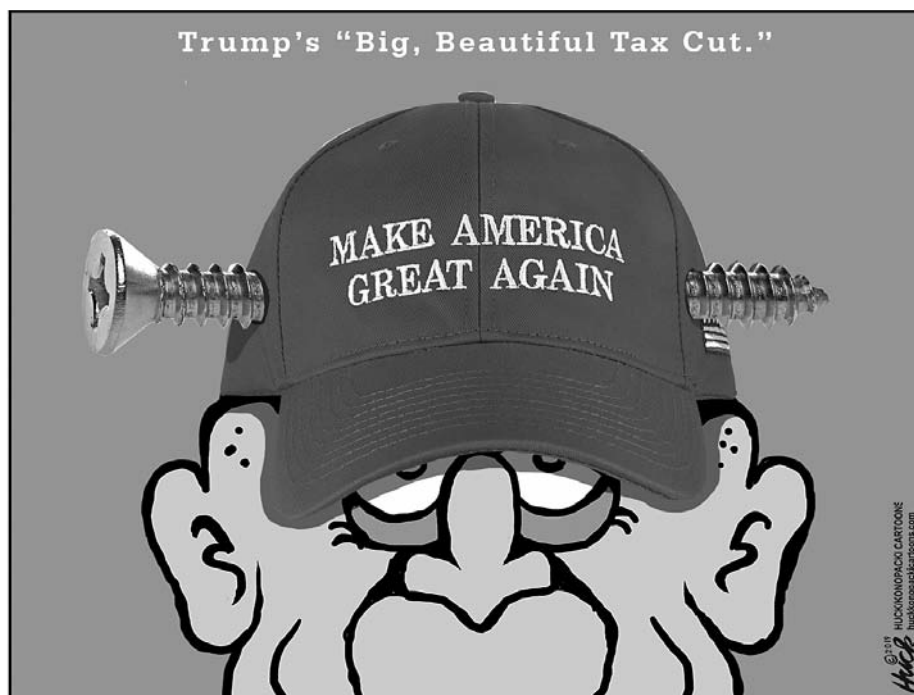
\$0

Federal income tax paid by Amazon in 2018, for the second year in a row

\$129 million

Amazon's reported tax rebate, thanks in part to a tax break for executive stock options

Source: Institute on Taxation & Economic Policy



Labor Voices: Mark Gruenberg

Can sectoral bargaining save private-sector unions?

WASHINGTON – What was supposed to be an intellectual weekend conference on the future of the U.S. union movement turned into a conference on the future of collective bargaining – and specifically promotion of sectoral bargaining – instead.

The Feb. 8-9 confab in D.C. saw a wide range of speakers, both from the U.S. and abroad, try to tackle the issue of how U.S. unions could reverse their long downward slide in the private sector. That slide has taken U.S. private-sector union density to 6.4 percent, according to the latest federal figures.

Speakers wrestled with the question of how to revitalize and expand private-sector union density. While the conference was not designed to come to a conclusion, sectoral bargaining, in which contracts cover all workers in a sector of the economy, came to the fore.

But it isn't the only way private-sector unions could expand. Many speakers argued that "bargaining for the community" – by putting community causes at the head of workers' demands – leads to more worker power. They specifically cited the successful teachers' strikes recently in West Virginia, Oklahoma, Kentucky, Arizona and Los Angeles. There, teachers mobilized parents and students in united fronts by emphasizing the need to fund quality schools for all kids. They tied teacher pay and pensions into the campaign by arguing that if teachers are better paid, they stay in their jobs or don't have to take second jobs to survive. Said Washington Rep. Pramila Jayapal: "Labor issues are community issues and community issues are labor issues, and we will fight for both."

Chris Shelton, president of the Communications Workers of America, argued forcefully for lobbying to enact stronger, pro-worker labor laws, as did former National Labor Relations Board member Craig Becker, now the AFL-CIO's general counsel.

Other speakers advocated more and more intensive use of social media in organizing, while cautioning that it's no substitute for face-to-face conversations.

But sectoral bargaining was the biggest topic. Various speakers described it as similar to, but wider than the "pattern bargaining" that the United Auto Workers used for years in talks with U.S. automakers, and which the Steelworkers still use in the oil sector. Pick one company, bargain a "pattern" contract with it and expect competing

Union leaders are wrestling with the question of how U.S. unions can reverse their long, downward slide in the private sector.

firms in the sector to fall in line.

Sectoral bargaining envisions the union – or union coalitions – at the bargaining table with all the firms in that particular sector at the same time. It includes common terms, common talks, common contracts (or contract "floors" upon which local units can expand) and common expiration dates.

The path to enacting, or implementing, sectoral bargaining won't be easy, though. Retired CWA President Larry Cohen, the conference co-chair, noted that "many of us" in the U.S. labor movement "are used to who we are and what we do" and reluctant to change. "What I call 'bargaining for all'...for many in our movement is radical and out of the box," he added. But it's also a way "to regain the power we lost on the national level" as union density declined.

While conference speakers did not say so, some U.S. unions already use a variation of sectoral bargaining, but usually involving just one firm. One top example is the biggest private-sector contract in the U.S.: The Teamsters' pact with UPS. The union and the firm negotiate a base pact, but locals then bargain their own add-ons. Sectoral bargaining can also be geographic, speakers noted.

Of course, sectoral bargaining won't solve all of labor's ills when it comes to gaining members. "Wall Street greed, scummy union-busters, legislative defeats and outsourcing and fissuring of the workplace" all also undermined collective bargaining, Shelton said.

Those topics got little attention, save for a fiery speech from Democratic National Committee Chair Tom Perez. The former Labor Secretary denounced an all-out war to wreck unions, waged by anti-worker politicians and their corporate backers. Perez also echoed Jayapal's call to update the NLRA in a big way.

"It's not fitted to the needs of the 21st century," he said.
– Mark Gruenberg is editor of Press Associates Inc. (PAI), a union news service in Washington, D.C.

Letters

- Send letters to: 353 W. 7th St., Suite 201, St. Paul, MN 55102
- Fax them to 651-293-1989
- Email them to: mmoore@stpaulunions.org

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353 W. 7th St. #201, St. Paul, MN 55102.
Phone 651-222-3787 x112; fax 651-293-1989;
e-mail: mmoore@stpaulunions.org

Editor: Michael Moore

ST. PAUL REGIONAL LABOR FEDERATION
Phone: 651-222-3787 Fax: 651-293-1989
Website: www.stpaulunions.org

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Vicki Beebe, Liaison
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Let legislators know what's on your mind

A new legislative session is underway at the Capitol, and the St. Paul Regional Labor Federation has scheduled opportunities this month for union members to meet face to face with the lawmakers who represent them. These "meet-and-greet" events are open to all members of RLF-affiliated unions who RSVP in advance.

House freshmen meetings. The RLF will hold three meetings March 5-6 with labor-endorsed members of the House who won election for the first time last November. RSVP to RLF organizer Colleen Nocerini at 612-408-2412 or cnocerini@stpaulunions.org.

- Rep. Jay Xiong (St. Paul-District 67B) will meet with union members March 5 at 1 p.m. in Room 423 of the State Office Building (SOB), 100 Rev. Dr. Martin Luther King Jr. Blvd., St. Paul.

- Rep. Shelly Christenson (Stillwater-39B) will join a meeting March 6 at 10:30 a.m. in Room 577 of the SOB.

- Four representatives will join a meeting March 6 at 11:30 a.m. in the Fresh Seasons Café, located in the state Transportation Building, 395 John Ireland Blvd., St. Paul. The lawmakers scheduled to attend are Rep. Anne Claflin (South St. Paul-54A), Rep. Alica Mann (Lakeville-56B), Rep. Steve Sandell (Woodbury-53B) and Rep. Tou Xiong (Maplewood-53A).

Dakota County Meet & Greet. The Dakota County Labor Assembly will host eight lawmakers March 14 at 7 p.m. at the Dakota County United Educators offices, 6950 W. 146th St., Apple Valley. To RSVP, contact RLF organizer Vicki Beebe at 651-222-3787 ext. 120, or email vbeebe@stpaulunions.org.

Scheduled to attend are Sen. Karla Bigham (Cottage Grove-54), Sen. Jim Carlson (Eagan-51), Sen. Greg Clausen (Apple Valley-57), Rep. Robert Bierman (Apple Valley-57A), Rep. Rick Hansen (South St. Paul-52A), Rep. John Huot (Rosemount-57B), Rep. Sandra Masin (Eagan-51A) and Rep. Ruth Richardson (Mendota Heights-52B).

Support nurses as they enter bargaining

Members of the Minnesota Nurses Association will soon enter into the first round of contract talks with six Twin Cities hospital systems since nearly 5,000 Allina nurses staged a six-week strike in 2016.

Anticipating another contentious round of negotiations, the union hopes to show employers that nurses and their allies are united in support of strong contracts that raise standards for patient care. MNA will hold a Kick-Off Rally March 6 at 9 a.m., at the Crowne Plaza Minneapolis West in Plymouth. Supporters from the public are welcome to attend – and wear red!

Hamline University puts posturing before progress in contract talks, adjuncts say

By Michael Moore
Union Advocate editor

Imagine paying \$40,000 per year to attend a university, asking a faculty member for a letter of recommendation, and finding out the letter will come not from a ".edu" address associated with the school, but from an AOL account the professor maintains to write restaurant reviews and buy vintage concert posters online.

It's just one example, adjunct faculty members say, of the retrograde positions Hamline University and its high-priced lawyers have staked out in negotiations that, despite 14 meetings since last June, have made no progress toward a new union contract.

"All we are trying to do is make reasonable improvements to the contract that help us be better teachers," said Richard Wiebe, an adjunct instructor of creative writing and digital arts. "We haven't even gotten to the point of (discussing) economics yet, and every ask we've made has been denied by administration on the other end of the table."

"These are things that don't cost the university anything, so we're kind of at a loss."

A tipping point

The frustration boiled over in a press release issued last month by Minnesota Academics United, the SEIU-backed union that represents faculty members at Hamline, Augsburg and other local campuses.

The release blasted Hamline's approach to bargaining a new contract, accusing school administrators of trying to weaken adjunct faculty members' union and marginalize their status on campus.

They also blasted university leaders for bringing attorneys from the law firm Dorsey and Whitney into negotiations. The legal fees "almost certainly" have cost Hamline more "than the total cost of the first year of the union's proposals," the release said.

David Weiss, a co-steward of the faculty members' bargaining unit,

"Far from working with us in a collaborative spirit, Hamline is choosing to become a 'gated' academic community, trying to weaken our contract and union – as well as our relationships with students and full-time faculty colleagues."

– David Weiss,
Hamline professor of religion

said union members had hoped talks would be collaborative and positive.

"We were sorely mistaken," Weiss said. "Far from working with us in a collaborative spirit, Hamline is choosing to become a 'gated' academic community, trying to weaken our contract and union – as well as our relationships with students and full-time faculty colleagues."

'Dedicated professionals'

Hamline relies on adjunct faculty to fill roughly half its teaching positions. Adjunct instructors' workloads fluctuate at the school's discretion, with few guarantees beyond the end of a given semester.

The intermittent nature of adjunct employment would become even more pronounced under contract language proposed by the university, union members said. One proposal would eliminate standing arrangements that protect adjunct instructors from having to reapply for teaching jobs each semester. Another would block their access to university email

accounts, library services and online records in between teaching assignments.

The changes, faculty members warn, would impede their own scholarship and cut them off from students, who often look to instructors for academic assistance or networking support after a semester ends.

The school also rejected the union's proposal that adjunct faculty members be allowed to carry over earned sick and safe time from one academic year to the next, Wiebe said. Some instructors have been teaching at Hamline for 17 years without accruing a single day of sick leave.

"It's something we thought it would be reasonable to ask for," Wiebe said. "We're trying to work with an unconventional model, being on the academic calendar, but nevertheless ensure some continuity and security for ourselves and our families."

Hamline's previous contract with adjunct faculty members, finalized in February 2016 after a first-of-its-kind organizing drive in Minnesota, expired in September. Anthropology instructor Marcia Regan, who has been teaching at Hamline since 2004, said progress on a new agreement won't come until administrators put posturing aside.

"We know, as dedicated professionals who teach because we believe in the Hamline students, that our long-term connection to Hamline makes us better teachers and deepens our ties to the Hamline community," Regan said. "The administration refuses to recognize that value, and this has really undercut our best efforts to reach an agreement."



**MINNESOTA
ACADEMICS UNITED**

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.

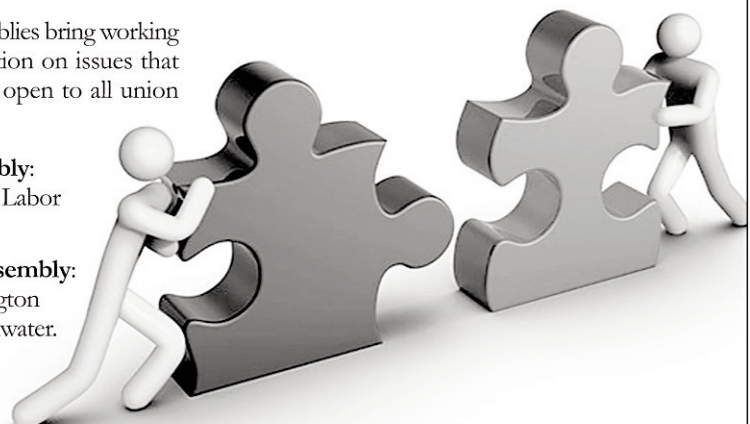
Chisago County Assembly:
March 28, 4:30 p.m., Wyoming
Public Library, 26855 Forest Blvd.

Dakota County Assembly:
March 14, 7 p.m., Dakota County
United Educators,
6950 W 146th St., Apple Valley.

www.stpaulunions.org

Ramsey County Assembly:
March 25, 6 p.m., St. Paul Labor
Center, 353 W. 7th St.

Washington County Assembly:
March 27, 6 p.m., Washington
County Gov't Center, Stillwater.



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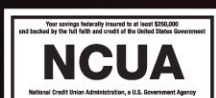
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SPF211-02/19

St. Paul Federal
CREDIT UNION

Nellie Stone Johnson dinner March 21

The Nellie Stone Johnson Scholarship Dinner is moving to a new venue this year, but the cause remains the same – supporting higher-education opportunities for racial minority union members and their families.

The annual fundraising dinner, in its 32nd year, will take place the evening of March 21 at the DoubleTree by Hilton Bloomington-Minneapolis South, 7800 Normandale Blvd. Ticket information is available at nsj32.eventbrite.com.

The scholarship dinner brings together higher education supporters, labor union activists, legislators and students to honor scholarship recipients and the legacy of Nellie Stone Johnson, the pioneering black union leader, elected official and civil rights activist from Minneapolis.

The NSJ scholarship program provides financial assistance to racial minority union members and their families who wish to pursue an education at one of the Minnesota State Colleges and Universities. Find more information at www.nelliestone.org.

Register now for Ninth Annual Labor Bowl

Roll strikes and share in the solidarity at Labor Bowl, an annual fundraising event co-hosted by the St. Paul Regional Labor Federation and its nonprofit, the St. Paul Labor Studies and Resource Center (LSRC), May 2 at Sun Ray Lanes in St. Paul.

Bowlers are welcome to participate in teams of four or five, or as individuals. Bowling will take place in three shifts, starting at 2 p.m., 4 p.m. and 6 p.m.

Each bowler is asked to raise a minimum of \$100 in pledges of support for the LSRC. (Teams of four are asked to raise \$400, and teams of five are asked to raise \$500.) Donations are tax-deductible.

The LSRC assists and advocates for East Metro union members and their families during times of crisis. AFL-CIO Community Services liaisons, who work for the LSRC, connect union members in Chisago, Dakota, Ramsey and Washington counties with much needed community resources, and help local unions provide their members with strike and lay-off preparation trainings.

Unions or union members unable to participate in Labor Bowl are invited to consider sponsoring the event. For more information about sponsorship opportunities, or to schedule a time to bowl, contact Laura at 651-222-3787 ext. 117 or ltestor@stpaulunions.org.

Deadline to register is April 19.

Steeped in history, New Brookwood Labor College launches this spring at East Side Freedom Library

After months of planning, a small group of labor leaders, activists and scholars will open a new college this spring in St. Paul, inspired by the belief that working people can build the labor movement of the future, in part, by looking to the past.

Set to begin classes in April, New Brookwood Labor College is modeled after a school for labor organizers that operated between 1921 and 1937 in Katonah, NY. It attracted over 600 students, who went on to lead major union and civil rights campaigns across the country in the decades to come.

The school's lifespan was brief, said Robyn Gulley, a co-founder of New Brookwood and local labor and human rights organizer. But its impact was great.

"It's hard to read a book about labor history without coming across Brookwood Labor College," Gulley said. "Brookwood left behind a tremendous legacy. And it was coed, it was racially diverse, it was ethnically diverse at a time when that was basically unheard of."

Brookwood's brand of inclusive-ness and forward thinking hasn't lost its relevance in an era of intense cultural and political divides in the U.S. And the gaps between rich and working people have widened back to the bloated levels of the 1920's, when the original Brookwood began educating organizers.

If ever there were a time for a reboot, labor historian Peter Rachleff said, this is it.

"The Brookwood Labor College came along at a time when the labor movement needed critical thinking – how to organize when traditional forms of work (skilled manual labor) were being challenged by assembly lines and scientific management; how to organize a workforce that was increasingly diverse by race, gender and ethnicity; how to organize when corporate management was dead-set against negotiating with unions; how to organize when employers were able to use laws and court decisions to undercut workers' rights," Rachleff said. "Does this sound familiar?"

A 'rigorous' curriculum

Rachleff is co-executive director of the nonprofit, independent East Side Freedom Library, which will host New Brookwood classes on St. Paul's East Side.

Rachleff and Gulley, who served as an instructor in the University of Minnesota's undergraduate leadership program, will be among the academics co-leading courses with local organizers. They were part of a planning group that included leaders of roughly a dozen local unions and community groups that often work in partnership with the labor movement.

The Basics: New Brookwood Labor College

- **What:** New Brookwood is committed to "educating workers into the working class," with courses co-taught by academics and organizers. The school's core curriculum includes four classes: People's Leadership, Working Class History, Economics as if Workers Mattered, and Organizing and Campaign Strategies.
- **When:** The first cohort of students will begin classes in April. Classes will meet on Fridays, with cohorts taking two core classes at a time. Applications for admission, available online at newbrookwood.org/apply, are due March 15.
- **Where:** Classes will meet at the East Side Freedom Library in St. Paul.
- **Tuition:** \$1,000 per term, with two core courses offered each term.
- **Online:** www.newbrookwood.org



Robyn Gulley



Peter Rachleff

Staff from the U's Labor Education Service and Metro State's Advocacy and Political Leadership program also participated.

Together, they developed New Brookwood's "core curriculum" of four classes, offered two at a time, to cohorts of between 10 and 15 students.

Organizers anticipate as many as three cohorts per year.

New Brookwood is intentionally not accredited and offers no grades or diplomas, a structure that keeps tuition costs low and makes the school as accessible as possible.

The curriculum, according to promotional materials, is "rigorous." Students are expected to produce work that "will advance both the immediate and long-term goals of the labor movement."

Gulley said the New Brookwood experience won't end with core classes.

"Our goal is to figure out ways to keep people engaged on a continuing basis, so that we're building up community and a diverse group of people from different unions who can get together and talk about how to unify on pressing issues," she said.

Labor support

New Brookwood has received support from several labor unions and organizations, including the St. Paul Regional Labor Federation.

At the direction of President Bobby Kasper, the St. Paul RLF has arranged meetings between New Brookwood organizers and local labor leaders to encourage their support, and to discuss ideas for how the school's programming might spark growth and

awareness of organized labor in our communities.

President Kasper and the RLF invited Gulley to speak at the RLF's February executive board and delegate meetings, and committed to hosting a fundraiser and launch party for the college March 20 at the St. Paul Labor Center, 353 W. 7th Street.

RLF community and political organizer Vicki Beebe serves on the college's fundraising committee and working group.

Educating a working class

New Brookwood isn't out to replace existing labor-education programs, organizers say. But it is intended to be something different.

"You can't throw a stone without hitting a sign advertising an MBA program," Gulley said. "There's really not anything like New Brookwood."

Most existing labor courses or trainings focus on meeting the needs of workers already in unions, whether it's bargaining better contracts, filing grievances or serving as elected officers.

But the share of the workforce represented by unions has dwindled in recent years, as anti-union politicians, employers and court rulings have made it harder for workers to join together. In response, New Brookwood organizers envision a more outward-looking curriculum.

"We have to think about how we can bring new people into the labor movement," Gulley said. "We deeply believe that we can't do that without dealing with oppression and power imbalances."

Rachleff said New Brookwood "will offer a space, a framework and opportunities for dedicated instructors and workers to come together to find the answers needed for our times," from how working people push back against corporate and political attacks to how they organize in a changing economy.

At its core, Gulley added, New Brookwood's mission mirrors the original Brookwood's mission.

"We're educating workers into the working class," she said.

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Labor News in Review

SWEET DEAL, PEARSON'S WORKERS

Workers at the Pearson's Candy plant in St. Paul ratified a new, four-year union contract last month that made long-overdue progress on wages, according to Local 22 of the Bakery, Confectionary, Tobacco Workers and Grain Millers' International Union.

A post on the union's social media account reported "the best wage increases the members have received in several years" across the board, and success on a priority of the bargaining committee: bringing workers in "lower-tier" wage classifications closer to top-tier wages. Certain positions deemed more challenging also received rate increases under the new contract.

The contract settlement comes three months after Pearson's, maker of the Salted Nut Roll, was acquired by a Minneapolis-based equity firm.



Pearson's Candy workers who served on BCTGM Local 22's bargaining committee (L to R) are Deb Mickelson, Dave Lau, Tim West and Bonnie Jolly. submitted photo

TACKLING A 'CRISIS OF CARE'

Home care workers reached a tentative agreement Jan. 31 on a new, two-year union contract with the State of Minnesota. Members of SEIU Healthcare Minnesota, which represents nearly 30,000 workers who provide subsidized care to seniors and people with disabilities statewide, began voting on the deal last month.

SEIU members set out to win a \$15 wage floor in their new contract. Higher wages are necessary, they argued, to address a shortage of home care workers in Minnesota – a "crisis of care" likely to get worse as the state's population continues to age.



Full details of the tentative agreement were not available at press time, but the union reported that, if ratified, the contract would raise the wage floor for home care workers in the bargaining unit by 10.4 percent over two years, from \$12 to \$13.25 per hour.

The agreement also calls for more paid time off, a wage premium for workers serving clients who need the highest hours of care, and \$750,000 in state funds for training opportunities and orientation programs designed to help home care workers gain new skills.

If ratified by union members, the tentative agreement would advance to the Legislature, where lawmakers must both approve and provide funding for the proposed contract. If Gov. Tim Walz, whose administration negotiated the tentative agreement, signs off on the agreement, it would go into effect July 1.

Although they didn't achieve the \$15 wage floor, home care workers like Dalene Annen said the tentative agreement is a step in the right direction. "Because we've stuck together, caregivers are getting better wages and benefits than we had before," the home care worker from Winnebago, near the Iowa border, said.

"We're proud of the gains that we've made in this contract, but we know that we have a lot more work to do to get the kind of wages, benefits and recognition that can fix the care crisis," Annen added. "The money we secured for home care workers and our clients will help to make a more dedicated workforce and move us to our goal of making sure that every Minnesotan – no where we live, the color of our skin, or our income – can get quality care to be able to stay in their homes and not be forced into institutions."

To signal just how serious the crisis facing the home care industry in Minnesota is, home care workers with SEIU invited clients and their family members to serve on the union's bargaining team. Together, they formed a united front in support of bold investments in the industry's workforce.

The connection is obvious to Lauren Thompson, a Minnesotan with cerebral palsy, who served on the bargaining team. "Think about how you'd want to be cared for and the people you want taking care of you," she said. "A minimum wage of at least \$15 an hour would start to create a stronger workforce. It would mean that good PCAs would be able to keep working."

There are currently 8,000 unfilled positions statewide, according to SEIU. The nonprofit research initiative Minnesota Compass projects the number of Minnesotans 65 and older will exceed those ages 5 to 17 for the first time ever "around 2020," and nearly a third of people 65 and older have a disability.

(CONTINUED ON PAGE 7)



We're looking for new friends.

Get labor news, action alerts and volunteer opportunities when you like the Saint Paul Regional Labor Federation on Facebook.



Tweeting? So are we.

Follow The Union Advocate's Twitter feed for breaking labor news. Connect with us at:

twitter.com/unionadvocate



FARE FOR ALL

Food that makes cents

Save 40 percent on groceries!

The St. Paul Regional Labor Federation is pleased to encourage union members and their families to participate in Fare For All Express. Stretch your budget by picking up a package of fresh fruits, vegetables and frozen meats at the sites below each month. Fare For All is open to anyone who eats! There are no questions asked, no forms to fill out. And the more people who take advantage of the program, the better the discounts get – and the more neighborhoods it can serve.

Give it a try!

East Metro Locations – March 2019

- Burnsville: Diamond Ed. Ctr. March 27, 3 to 5 p.m.
- Cottage Grove: All Saints March 7, 4 to 6 p.m.
- Eagan: Easter Lutheran Church by the Lake March 12, 3:30 to 5:30 p.m.
- Forest Lake: VFW March 27, 4 to 6 p.m.
- Maplewood: Redeeming Love March 11, 3:30 to 5:30 p.m.
- North Branch: Trinity Luth. March 13, 2 to 4 p.m.
- Northfield: St. Dominic March 14, 3:30 to 5:30 p.m.
- Oakdale: Grace of God Luth. March 25, 3:30 to 5:30 p.m.
- Roseville: Real Life Church March 19, 3 to 5 p.m.
- St. Paul: Hallie Q. Brown Ctr. March 21, 4 to 6 p.m.
- St. Paul: Hazel Park UCC March 6, 4 to 6 p.m.
- St. Paul: West 7th Comm. Ctr. March 8, 10 a.m. to noon
- South St. Paul: Central Square March 26, 4 to 6 p.m.
- Stillwater: Community Thread March 19, 4 to 6 p.m.
- White Bear Lake: First Lutheran March 15, 2 to 4 p.m.

Questions? Please go to www.fareforall.org or call 763-450-3880.

(CONTINUED FROM PAGE 6)

SCABBY THE RAT: ENDANGERED?

The Seventh federal appeals court ruled last month that the order to deflate a Scabby the Rat balloon was not unconstitutional, setting the stage for the possibility of an eventual Supreme Court case.

The use of Scabby the Rat and other inflatable protest balloons – one of the most recognizable sights at a labor protest – are often seen by courts as protected speech under the First Amendment. But in the latest case, *Construction and General Laborers' Union No. 330 et al. v. the Town of Grand Chute (Wis.)*, the federal appeals court ruled that when a code enforcement officer ordered that a Scabby balloon be deflated, the action was constitutional.

The case hinged on whether Scabby was allowable under a sign ordinance, not whether it was allowable speech in the first place. It represents a different line of attack by businesses who feel targeted (as is the point) by such high-visibility protests.

The union argued that enforcement of the sign ordinance violated its First Amendment rights, as the town was engaging in “selective enforcement” of its ordinance, which the union had no clear limits. The court agreed with the defendants that the enforcement officer was consistent in his enforcement of the sign ordinance, and that his request to deflate Scabby was not selective.

The court did note that the enforcement officer admitted that “festive” inflatables, such as Santa Claus or Frosty the Snowman, were generally allowed, and that the city would likely revisit its ordinance to determine whether this constituted selective enforcement. “He admitted to allowing inflatables he considered holiday decorations on private property, and he suggested that Scabby might qualify for this exception if he donned a Santa hat,” the court noted.

In any case, the ruling opens the door to banning Scabby and other inflatables on sign ordinance regulations, avoiding First Amendment issues. Scabby is under scrutiny by the National Labor Relations Board anyway, as General Counsel Peter Robb is reportedly looking for ways to banish the rat entirely.

This case would be unlikely to serve as the vehicle for a national ban as it relies on local ordinance enforcement. However, if other cases that rely on sign ordinances move through the court system, it could set up a showdown in the Supreme Court.

– Labor World (Duluth)

MERGER BUILDS POWER

Workers at S.B. Foot Tanning Company in Red Wing, the main leather supplier for Red Wing Shoes, recently voted to merge their local with South St. Paul- and Duluth-based United Food and Commercial Workers Local 1189, gaining strength in numbers and, workers hope, a stronger voice in negotiations with the company, set to begin this month.

UFCW members work all along Red Wing Shoes' supply chain. Local 1189 members in the Long Prairie Packing Co. prepare raw hides for shipment to Twin City Hide, where they are processed by fellow Local 1189 members. From there, they travel to S.B. Foot, where Local 1189's newest members tan the hides. Finally, the leather arrives at Red Wing Shoes, staffed by members of UFCW Local 527.

S.B. Foot also supplies leather for purses, bags, gun holsters, cases and other accessories, and the plant is a major leather supplier for the U.S. armed forces. The plant has been operating since 1872.

CORRECTION

A story published in the February 2019 issue of The Saint Paul Union Advocate contained three errors. The story, headlined “Teamsters win \$1.25 million NLRB settlement for Lakeville Motor Express workers,” originally appeared in the Minneapolis Labor Review.

In the second paragraph, the story incorrectly read: “Finish Line Express... has agreed to a \$1.25 million settlement to resolve unfair labor practice charges filed with the National Labor Relations Board.” The story should have stated that the two entities agreeing to the settlement were LME, Inc. and Lakeville Motor Express.

In the seventh paragraph, the story incorrectly read: “LME/FLE will make payments directly to the impacted workers...” The story should have read: “LME, Inc./Lakeville Motor Express will make pay-

ments directly to the impacted workers...”

In the eighth paragraph, the story incorrectly read: “If the company defaults on the payments... the total amount due to workers from LME/FLE would increase to \$2.4 million and the NLRB will be taking enforcement action.” The story should have read: “If the company defaults on the payments... the total amount due to workers from LME, Inc./Lakeville Motor Express would increase to \$2.4 million and the NLRB will be taking enforcement action.”

The Union Advocate and Labor Review regret the errors.

– Labor News in Review includes reporting by local unions and other labor news sources. For more labor news, follow @unionadvocate on Twitter. Have a news tip or story idea? Call us at 651-222-3787, ext.112, or email mmoore@stpaulunions.org.



BUILDING TRADES TICKET PACK

WILD vs AVALANCHE TUESDAY, MARCH 19 7 PM



The Minnesota Wild is proud to support our local Building Trades.

Each ticket purchased through this offer will be entered to win in-game experiences and an autographed hard hat.



PACKAGE INCLUDES



ON-ICE PHOTO
OPPORTUNITY



PRE-GAME
PARTY



PERSONALIZED
SCOREBOARD
MESSAGE
For Groups of 8 or more



AUTOGRAPHED
PUCK
For Groups of
10 or more

| TO BUY TICKETS, VISIT WILD.COM/BUILDINGTRADES

For questions or for groups of 8 or more, please contact:

Matt Sayre | 651-312-3479 | msayre@wild.com

Corey Johnson | 651-312-3470 | cjohnson@wild.com

**THIS
IS OUR ICE**

Case in point: Red Wing nursing home workers allege bankrupt bosses owe \$200,000 in payroll

RED WING – Employees of the Red Wing Care Center Nursing Home found out last month, after working a full pay period, that their employer Welcov Healthcare had filed for bankruptcy and refused to pay for work they had done. The payroll owed by Welcov was for over \$200,000, and that doesn't even take into account vacation and sick time that these workers may lose.

Jamie Gulley, president of SEIU Healthcare Minnesota, the union that represents many of the employees, shared the frustration felt by the workers, the residents and all Minnesotans impacted by the greed from companies like Welcov.

"It is frustrating that another employer is treating the people who care for our families this way. This is the latest case of Minnesota's growing wage theft crisis and also a clear example of why we have a care crisis, where families struggle to find the care they want and deserve," said Gulley. "Would you do this critical, important, incredibly hard work if you may not be paid for your hours or if you could lose your accrued sick and vacation benefits?"

"It's time that our state takes this issue seriously, both addressing the actions of bad actors and proactively making sure these shady business practices are stopped once and for all."

In recent months Welcov Healthcare had signed an agreement to transition operations of the nursing home to a new operator. As part of the transition agreement they were responsible for the payroll through the week of Feb. 4 and were to transition all accrued benefits – sick leave and vacation time – to the new operator upon transition.

Unfortunately, this did not happen. Just before the end of the pay period, Welcov told the new operator they were declaring bankruptcy and did not pay the wages it owed. Now, employees and the residents they care for are being punished for Welcov's greed. Just last month the Star Tribune reported that "Walcov's owners plan to start a new business that will focus on a handful of healthcare facilities in Wyoming."

This is just the latest example of nursing home operators bailing on employees and Minnesota communities.

In 2015 Deseret Health Group in Owatonna went bankrupt, forcing the state to put them in receivership and put Volunteers of America in charge until they could place all the residents in other nursing homes, eventually resulting in the nursing home closing. It was later discovered the employer was deducting insurance premiums from workers' checks and not submitting to the insurance company. Extendicare, at its Robbinsdale and Texas Terrace facilities, went bankrupt and the courts put another management company in charge, one of which went bankrupt as well. Workers at two facilities lost their sick pay.

The workers and their union, SEIU Healthcare Minnesota, have notified the Attorney General's office and are preparing to take any and all legal action possible to ensure Welcov pays workers what they are owed.



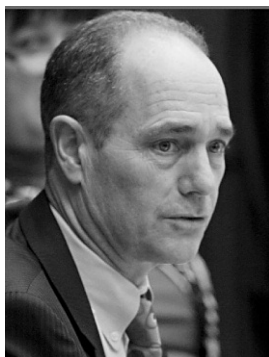
Cecilia Guzman, a former janitor and member of the Twin Cities worker center CTUL, speaks at a press conference unveiling a bill to combat wage theft in Minnesota. Union Advocate photo

St. Paul Rep. Mahoney's bill requires better record keeping, adds teeth to penalties for wage theft

(CONTINUED FROM PAGE 1)

CTUL, a worker center based in the Twin Cities, has helped workers recover over \$2 million in lost wages in recent years.

Wage theft can take a number of different forms. Employers who fail to comply with minimum- or prevailing-wage laws commit wage theft, as do employers who don't pay overtime.



Rep. Tim Mahoney

Sometimes, wage theft is obvious, as it was when Lakeville Motor Express abruptly shuttered its Roseville terminal in November 2016, claiming it had no money to pay 95 members of Teamsters Local 120 for their prior two weeks of work.

The same thing happened in 2014 to Robin Pikala, a personal care assistant from Fridley and member of SEIU Healthcare Minnesota. She was among 800 workers who lost a combined \$1.4 million when Crystal Care, one of the largest in-home service provider in Minnesota, filed for bankruptcy – after stringing employees along without pay for 45 days.

"Wage theft is real, and it's hurting too many families in our state," Pikala said at a press conference staged in advance of today's committee hearing by the Minnesota Coalition to End Wage Theft, which includes several of the state's largest unions.

Other workers who spoke at the press conference

described how wage theft can be embedded within an industry's culture, or built into a complicated web of workplace relationships, like construction workers misclassified "independent contractors" to circumvent wage and benefit standards.

"In the restaurant world, wage theft isn't the exception," Kevin Osborn, a line cook in Minneapolis, said. "It's the norm."

Osborn said it's "standard procedure" for cooks to set up their workstations before punching in and continue cleaning them after punching out. Sometimes employers will move hours around between pay periods to avoid paying overtime, he said; other times they don't bother paying at all.

And if a worker complains? "We don't call it retaliation," Osborn said. "We call it getting your hours cut."

New penalties for employers who retaliate against employees, commit wage theft or deny workers access to their payroll information are among the provisions of Mahoney's bill, House File 6. In addition, the bipartisan measure would require uniform payroll record keeping, and empower the Department of Labor and Industry to subpoena those records if a worker brings forth a wage-theft claim.

Mahoney has 34 co-authors on House File 6, and lawmakers were at work on a companion bill in the Senate.

House Majority Leader Ryan Winkler, who attended the press conference, said addressing wage theft was a top priority in the DFL caucus. Winkler said he is confident the measure would pass the House, potentially as part of a larger "omnibus jobs bill."

"In the restaurant world, wage theft isn't the exception. It's the norm. And we don't call it retaliation. We call it getting your hours cut."

– Kevin Osborn, Minneapolis line cook

New Location!

Fourth Annual **UNION JOB & RESOURCE FAIR**

THURSDAY, APRIL 4, 2019

3:00–4:00 pm | Employer Panel

4:00–7:00 pm | On-site Hiring Event

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, Local 110

1330 Conway St, St Paul 55106 • Bus route 63K, 3rd St E & Clarence St



DISCOVER YOUR PATH TO A UNION CAREER!

Earn while you learn ★ Rise above minimum wage

YOU ARE WORTH IT!

Learn about the advantages of a union job! Information about record expungement and community resources will be available. A list of participating employers will be posted March 22, 2019 at eastsidefreedomlibrary.org | For more information, contact Peter Rachleff at 651-230-3294.



Nurses rallied at the Capitol during the Minnesota Nurses Association's annual lobbying day. At the top of the union's agenda: making health insurance affordable and usable for all Minnesotans by expanding the MNCare program.

UA photo

Labor's agenda for 2019 session driven by three values: dignity, justice, freedom

(CONTINUED FROM PAGE 1)

Legislative priorities it will push during the 2019 legislative session:

- **Paid family and medical leave.**

The Minnesota AFL-CIO is a co-chair of Minnesotans for Paid Family and Medical Leave, the coalition leading the push to extend the benefit to working people statewide.

Most Minnesotans don't have the freedom to take paid leave to care for themselves or their families. A recent Pew poll found 84 percent of Americans support paid family and medical leave, but only 14 percent of U.S. employees have access to the benefit.

Legislation introduced in both the Minnesota House and Senate would create a new, state-run insurance pool workers could access after the birth or adoption of a child, or to care for an ailing family member. Workers would be eligible for up to 12 weeks of leave, with benefits ranging from 55 to 80 percent of their typical wages.

The new insurance pool would be similar to the state's unemployment insurance program or worker's compensation. It would be funded by small premium contributions from both employers and employees at a cost of less than \$2 per week, per worker.

- **Ending wage theft**

Minnesotans lose at least \$11.9 million every year in unpaid wages. Wage theft impacts an estimated 39,000 Minnesotans each year.

The problem takes many forms. Sometimes, employers don't follow overtime or prevailing wage laws. Or they force workers to perform tasks during their breaks or when they're off the clock. Some Minnesota employers have even declared bankruptcy before making payroll, leaving workers without weeks-worth of wages.

To gain justice, unions are backing legislation that would increase penalties for wage theft and give the Department of Labor and Industry greater authority and resources to enforce violations.

- **MinnesotaCare expansion**

Too many working Minnesotans can't afford health insurance, or they can't afford to pay their insurer's high deductibles in order to access care. That's why Minnesota unions back legislation that would expand

MinnesotaCare, the state-sponsored insurance program for low-income Minnesotans, in a way that retains the current benefit set and allows anyone, regardless of income, to buy into the plan. Unions also support extending a bi-partisan provider tax that efficiently funds MinnesotaCare.

- **Tax fairness**

Last year, the Legislature failed to bring the state's tax code into conformity with the new federal code. This session presents an opportunity, unions say, to do it with an eye toward justice.

While President Trump and Republicans in Congress handed tax cuts to large corporations and the wealthy few, state lawmakers should focus on tax policies that support working families, like expansion of the Working Families Tax credit and new tax deductions for unreimbursed employee expenses, like travel and tools.

- **Transportation**

Our quality of life and Minnesota's economic vitality depend on a safe and comprehensive transportation system. That's why Minnesota unions support a transportation funding package that will create family-sustaining jobs, help retain and attract talented workers, generate new economic development opportunities throughout the state and keep Minnesota economically competitive.

Accomplishing those goals, unions say, means finding a new and dedicated revenue source – including an increase in the gas tax – that can provide resources for the transportation system Minnesotans need and deserve.

- **40-hour work week**

Nearly a century ago, the labor movement fought for and won the 40-hour work week on the federal level. Yet despite Minnesota's proud heritage of strong unions, it is the only state in the country with a 48-hour work week. That means people who work for an employer that does business entirely in the state of Minnesota aren't eligible for overtime until after 48 hours of work.

Minnesota's unions will push legislation this year to bring the state's labor law into line with the national standard of a 40-hour work week.

The Minnesota AFL-CIO represents some 1,000 local unions with over 300,000 members statewide.

Kept warm by solidarity (and long johns)



A hearty band of 35 union members, retirees and family members marched behind the St. Paul Regional Labor Federation banner in the King Boreas Grande Day Winter Carnival Parade through downtown St. Paul Jan. 26. Pictured are RLF Executive Board member Brian Beedle (L) of the Carpenters union, RLF organizer and Community Services liaison Vicki Beebe, and Elliott Erickson, senior manager of Greater Twin Cities United Way. The marching unit celebrates the longstanding partnership between unions and the local United Way chapter, which is a major supporter of the RLF's nonprofit St. Paul Labor Studies and Resource Center. LSRC's primary venture is the AFL-CIO Community Services program, which provides emergency assistance to union families during times of economic hardship. Unions represented in the parade included Amalgamated Transit Union Local 1005, the National Association of Letter Carriers' St. Paul branch and Carpenters Local 322. Event sponsors included Delta Dental, American Income Life, BCTGM Local 22, Blue Cross Blue Shield of Minnesota, Greater Twin Cities United Way, the St. Paul RLF, Union House and UFCW Local 1189. submitted photo

Register your team now!

9TH ANNUAL LABOR BOWL

Thursday, May 2 | Sun Ray Lanes

Our annual fundraiser benefits the Labor Studies and Resource Center, a nonprofit that assists and advocates for union members in the East Metro.



Bowlers are asked to raise \$100 in pledges for LSRC. (Teams of four bowlers = \$400, teams of five = \$500.)

To register as a team or individual, call 651-222-3787 x117 by April 19.

All donations are tax-deductible. Download pledge forms at:

www.stpaulunions.org

Bobby K	6	4	7	8	7	2	4	4	9	9	8	1
	6	26	44	52	61	79	87	106	115	124		



Minutes of the Saint Paul Regional Labor Federation

FEBRUARY 13, 2019

The St. Paul Regional Labor Federation met in regular session on the above date and was called to order with the Pledge of Allegiance by President Kasper at 6 p.m. Board members in attendance were Beedle G, Beissel, Dreyer, Faber, Gibbons, Gorman, Guertin, Kasper, Luneberg, Maki-Green, Markham-Kocurek, McNamara, Meyer, Mullin, Ryan, Sansom, Schmidt, Slattery, and St. Aoro. Excused were: Engeldorf, Madden and Varco. Absent were: Beedle B., DeRoy, Haugen, Hoppe, McCarthy, Monsour and Weed.

GUESTS

- Attorney General Keith Ellison thanked the delegation and Bobby for their support in the election.
- Diana Tastad-Damer and Dennis Olson, UFCW Local 1189, spoke to the executive board and the delegation about the Good Food Purchasing Program. We need to transform the way public institutions purchase food by creating transparent and equitable food system built on five core values: local economies, health, a valued workforce, animal welfare, and environmental sustainability. Los Angeles has already adopted this policy and the St. Paul schools also want this.

CREDENTIALS

- Credentials were received from IUPAT: Sign & Display Local 880 and UA Pipefitters Local 455. President Kasper administered the Oath of Obligation to those new delegates and alternates present.

MINUTES

- M/S/C TO APPROVE MINUTES OF DECEMBER 12, 2018, AND JANUARY 9, 2019, AS PUBLISHED IN THE UNION ADVOCATE NEWSPAPER AFTER THE SECRETARY NOTES THERE ARE NO ADDITIONS OR CHANGES CALLED FOR.**

COMMITTEE ON POLITICAL EDUCATION (COPE) MINUTES FEBRUARY 13, 2019

COPE met in regular session on the above date and was called to order by President Kasper at 5 p.m. Board members in attendance were Angrimson, Beedle G, Beissel, Dreyer, Edwards, Faber, Gibbons, Gorman, Guertin, Hoerth, Kasper, Krey, Lohmann, Luneberg, Maki-Green, Markham-Kocurek, Mayer, McNamara, Meyer, Mullin, Ryan, Sansom, Schmidt, Slattery, St. Aoro and Wise. Excused were: Engeldorf, Madden and Varco. Absent were: Ahmad Sharif, Beedle B., DeRoy, Haugen, Hoppe, McCarthy, Monsour, Qualy and Weed.

Items to come before this board included:

- Meet our new MN House of Representatives: Feb. 27, 2019, March 5 and March 6, 2019. Flyers with details are available.
- Vicki Beebe shared information on the upcoming Dakota County Meet & Greet being held Thursday, March 14, 2019 from 7 to 8:30 p.m. at the Dakota County United Educators in Apple Valley.
- President Kasper thanked everyone for all their help in the election. The Saint Paul RLF had 1,202 volunteer shifts and 2,011 total shifts. The most in the State. The RLF has decided not to endorse for President at this time.



Speaking to St. Paul Regional Labor Federation delegates during the February meeting, Minnesota Attorney General Keith Ellison outlined his priorities – and thanked labor for its support.

- THANK YOU NOTES** received from Melissa Hortman, Minnesota House DFL leader for the RLF's \$500 contribution for the 2019 Pre-Session Fundraiser.
- There being no further business to come before this committee the meeting adjourned.

EXECUTIVE BOARD MINUTES FEBRUARY 13, 2019

The Executive Board met upon conclusion of COPE with those same members present who are duly elected to this board. Items to come before this board included:

- PRESIDENT'S REPORT**
- Don Mullin, St. Paul Building and Construction Trades Council, promoted the Building Trades Wild Package. It is a great event, great hockey and a great game. We will meet at the Labor Center on March 19 = and then all go to the game together. St. Paul Public Schools will be holding classes about the trades on February 26, 2019.

- President Kasper announced that Teamsters Local 320 is now affiliated with us. The Brotherhood of Locomotive Engineers and Trainmen are looking at affiliating too. We also worked to help AFGE with the government shutdown. We are working with Robyn Gulley to educate the workers into the working class through the New Brookwood Labor College at the East Side Freedom Library. The RLF will have a fundraiser March 20 from 5 to 8 p.m. at the Labor Center.

- Organizing/Campaign updates:
- Wade Luneberg, UNITE HERE Local 17, announced that the Intercontinental Hotel is now union. Please join Local 17 for a Hotel Workers march on May 1, 2019, at 4:30 p.m. beginning at Peavey Plaza to help us fight for what we deserve as eight hotels will be without a contract on May 1.

- \$15 NOW at the MSP airport will have a new commission chair. Gov. Tim Walz will appoint the new chair and members. The MSP workers council has been created. We should know more in March.
- The Fourth Annual Union Job & Resource Fair will be Thursday, April 4, 2019, at the IBEW Local 110, 1330 Conway Street in St. Paul.

- Lynne Larkin-Wright, St. Paul Labor Studies and Resource Center's AFL-CIO Community Services Program Liaison, shared the 2018 LSRC

Emergency Fund Report.

- The St. Paul Labor Studies and Resource Center will have its Ninth Annual Labor Bowl on May 2. Shift times will be 2, 4, and 6 p.m. at Sun Ray Lanes, 2245 Hudson Road, St. Paul, MN 55119.

- The following resolution:
RESOLUTION TO SUPPORT THE GOOD FOOD PURCHASING POLICY
WHEREAS, The U.S. federal, state and local governments spend billions of taxpayer dollars annually to purchase food; and

- WHEREAS, Companies in food sectors receive billions dollars annually from taxpayer-funded food procurement, as well as other public subsidies; and

- WHEREAS, Many workers in the numerous food sectors endure dangerous workplaces, chronic underreporting of injuries by their employers, and violations of their rights to freedom of association, to join a union, and to bargain collectively; and

- WHEREAS, Federal, state and local governments have a responsibility to respect workers' rights and dignity, promote living wages, safe working conditions and the fair treatment of all workers, and to ensure that companies receiving taxpayer dollars from government contracts do not violate workers' rights; and

- WHEREAS, The United Food & Commercial Workers, in collaboration with other unions and other food supply chain stakeholders, have led campaigns that encourage public institutions to adopt the Good Food Purchasing Policy, and to procure food based on community and sustainability values, including fair labor standards that encourage food suppliers to respect and protect workers' rights; and

- WHEREAS, The Good Food Purchasing Policy (GFPF) includes strong labor standards based on protecting workers' rights as human rights as articulated in the United Nations International Labor Organization's (ILO) Conventions and U.S. labor laws; namely, the right to freedom of association, to join a union, and to bargain collectively for better wages and working conditions; and,

- WHEREAS, the campaigns for GFPF have had success and created momentum with GFPF being adopted by school districts and other local agencies in Los Angeles, San

Francisco, Oakland, Chicago, Austin and the District of Columbia, and with campaigns underway in Boston, New York City, Cincinnati, the Twin Cities and other cities; and,

- WHEREAS, the United Food & Commercial Workers has collaborated with diverse stakeholders that make up the Twin Cities GFPF coalition, and in doing so is educating these stakeholders and the general public on why workers' rights to freedom of association, to organize a union, and to bargain collectively for better wages and working conditions are crucial not only for improving worker livelihoods, but also for achieving other goals advocated by other stakeholders. For example, if workers are not protected by a union contract, they are less likely to be willing to report food safety violations. And,

- WHEREAS, the GFPF campaign will fight injustice in the food system by 1) assisting our federation to show the public what the labor movement is all about, 2) assisting our delegates in reaching out to community on the issue that matters most to us, namely protecting workers' rights, and 3) providing our delegates with a new tool that they can use to expand union membership and thereby empower workers to assert and protect their rights; and,

- WHEREAS, the AFL-CIO constitutional convention in Los Angeles passed Resolution 16 requesting local councils and federations to build enduring labor-community partnerships "[by]...assist[ing] in the development of joint projects and campaigns among the AFL-CIO and our delegates and community allies ... [and]...dedicat[ing] ourselves to joining with our partners in the fight for economic fairness and social equality for all communities."

Now
THEREFORE BE IT RESOLVED: That the St. Paul Regional Labor Federation endorses and actively supports the Twin Cities GFPF coalition's campaign to pass and implement the Good Food Purchasing Policy in local school districts and other public institutions; and to encourage high road procurement processes that give preference on public food procurement contracts to those companies who respect workers' rights, keep workplaces safe, and provide living wages and better benefits; and be it further

RESOLVED: That the St. Paul Regional Labor Federation will encourage and support local unions, and other union federations and councils, to lobby public institutions to adopt GFPF ordinances: and be it further

RESOLVED: That the St. Paul Regional Labor Federation will hold elected officials and candidates accountable for supporting and enacting fair procurement policies for companies receiving government food services contracts and government subsidies at the federal, state and local levels; and be it further

RESOLVED: That the St. Paul Regional Labor Federation will pressure governments at the Federal, state and local levels to strive to do business exclusively with companies who respect workers' rights, pay living wages, provide a safe workplace, and treat their workers with dignity; and be it finally

RESOLVED: That the St. Paul Regional Labor Federation will engage employers, and try to convince them

that it is in their best interest to work with unions and other food system stakeholders to become high-road food suppliers because it is in their own self-interest to do so, and because it is the right thing to do.

M/S/C TO RECOMMEND SUPPORT TO THE RLF DELGATION

- The following requests:
- M/S/C FOR THE RLF TO MAKE AN ORGANIZATION GIFT OF \$1,000 TO THE GREATER TWIN CITIES UNITED WAY 2019 CAMPAIGN.**

- M/S/C FOR THE RLF TO DONATE \$500 TO SPONSOR THE 2019 LOANED LABOR REPRESENTATIVE PROGRAM OF THE GREATER TWIN CITIES UNITED WAY.**

- M/S/C FOR THE RLF TO PURCHASE A TABLE AT A COST OF \$675 TO THE NELLIE STONE JOHNSON SCHOLARSHIP DINNER.**

- M/S/C FOR THE RLF TO PURCHASE A 1/8 PAGE AD TO THE LAND STEWARDSHIP PROJECT'S 14TH ANNUAL FAMILY FARM BREAKFAST AT THE CAPITOL.**

- M/S/C FOR THE RLF TO PURCHASE 20 TICKETS FOR MINNESOTA UNITED SOCCER.**

- Thank-you note received from Tim Falk, First Vice President NTEU Chapter 29, thanking Robert Kasper for putting together the press conference and meeting with all the federal employee unions and other union leader guests with Reps. Betty McCollum and Angie Craig.

There being no further business, the meeting adjourned.

REPORT OF THE TREASURER

Acting Secretary-Treasurer Meyer reported on the financial status of the Federation as of January 2019. The report was accepted as read.

PRESIDENT'S REPORT

President Kasper announced that he is running again. The Ninth Annual Labor Bowl will be on Thursday, May 2, 2019. We are looking for sponsors.

STAFF/LABOR LIAISON REPORTS

- Vicki Beebe, AFL-CIO Community Services Liaison, talked about the upcoming Union Resource and Job Fair being held on April 4, 2019 and the Ninth Annual Labor Bowl on Thursday, May 2, 2019.

- Lynne Larkin-Wright thanked everyone who marched in the 2019 Winter Carnival Grande Day Parade.

- PRESIDENT KASPER DEFERRED ALL ASSEMBLY REPORTS TO NEXT MONTH.**

NEW BUSINESS

- President Kasper called for a floor vote to approve the Resolution to Support the Good Food Purchasing Policy.

M/S/C TO SUPPORT THE RESOLUTION TO SUPPORT THE GOOD FOOD PURCHASING POLICY.

GOOD AND WELFARE

- CD4 will have a trivia night on March 3, 2019 at 3:00 p.m. at the Sheet Metal Workers Hall. Cost is \$300 per team and \$50 per individual.

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

Submitted by,
MONA MEYER
Acting Secretary-Treasurer

Exit Interview: Jessica Looman

Back in the Building Trades, Looman sees 'unlimited potential'

When the Minnesota State Building and Construction Trades Council named Jessica Looman its new executive director last month, it was a homecoming, of sorts, for the St. Paul lawyer, who left her job with the Laborers District Council of Minnesota and North Dakota to join Gov. Mark Dayton's administration in 2011.

For the following eight years, Looman ascended from assistant commissioner to deputy commissioner of the state's Department of Labor, and Dayton appointed her to the office of Commerce Commissioner in November 2017, a position she held until the last day of his final term in January.

Now, Looman is back in the labor movement, working on behalf of the state's 70,000 union tradespeople. In this interview, edited for length, Looman laid out the challenges and opportunities that lie ahead.

UA: You worked with the Laborers union before joining the Department of Labor. Was that your first job in organized labor?

JL: Starting in college in the early '90s, I actually worked for the AFL-CIO in Washington, D.C. I worked for several different groups, including Frontlash, which was the student support group of the AFL-CIO. In 1993, I actually got to speak on the steps of the Lincoln Memorial during the 30th anniversary of the March on Washington as a youth representative of labor. I also worked in the Service Trades Department and the Industrial Union Department at the national AFL-CIO.

UA: How does it feel to be back in the movement?

JL: It's so exciting. There's bold innovation happening in Minnesota's labor movement, and there's a lot of exciting thinking happening in the Building Trades. We have great market share here in Minnesota. That gives

us a lot of opportunity, but it's also an awesome responsibility. There's unlimited potential in terms of the kinds of organizations that we can be and how we can continue to serve members.

UA: The construction industry is in a good place right now. How do we keep it that way and prepare for an uncertain future?

JL: The construction industry is particularly susceptible to economic downturns. In some ways, we're the last to feel it and the first to recover. I think we all recognize we've been in a pattern of growth for a very long time, and by definition we'll have to see a slowing of our economy... But what's uniquely a benefit to the construction industry is we have a workforce that spans a whole industry. That allows us to grow and contract in a way that is beneficial to the employers but also sustainable for members. If we don't have work for apprentices to do, we don't bring in apprentices. While that can be frustrating to people outside our space, it's crucial to appropriate workforce planning.

UA: What is some of the exciting thinking going on in the trades right now?

JL: There's work around diversity and inclusion. There's career exploration work affiliates are doing with young people. There's a lot of great work affiliates are doing with our contractors and community partners to develop the future construction workforce in Minnesota. Our future workforce, our future members are Minnesotans. Those are the people we want to represent and attract to careers in the trades.

Additionally, I think the Building Trades have historically done a great job of focusing attention on economic development that improves

Minnesota's infrastructure. That's part of what drives our economy.

But fundamentally, we're a labor organization that serves our members. Affiliates are doing incredibly exciting things around not just representing their members as workers but also as family

members, as healthy Minnesotans, as part of their communities. We obviously build Minnesota. But we also grow Minnesota, and we serve Minnesota.

UA: What were you proudest to work on as part of the Dayton administration?

JL: Early on in the administration, it was taking six weeks for plumbers and electricians to get their licenses. By continuous improvement, innovation and working with our industry partners, we were able to get that down to same-day license renewal. That's the difference between somebody going to work and not going to work.

Bigger picture, I'm really proud of the expansion of the registered apprenticeship model, and the beginnings of a conversation around addressing wage theft in Minnesota. I was extremely proud to be part of the implementation of the Women's Economic Security Act. You can pass laws – and that takes a lot of work – but really it's implementation that makes sure it actually protects Minnesotans.

UA: After two weeks on the job, what's the learning curve like – and what's been the most fun?

JL: Right away, I want to make sure that I meet with the business managers of our affiliated unions. I see my job as executing on their vision.

But it's also super fun. I get to work with people who every day wake up and try to figure out how to do the best they possibly can for their members. That feels really good.



Jessica Looman



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