

The St. Paul Union Advocate

123rd Year, No. 1, Issue 5428

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

June-July 2019

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www.stpaulunions.org
Connecting union members in Ramsey, Washington, Dakota and Chisago counties.

Demanding care, not cuts, at the Capitol



Rose Roach, executive director of the Minnesota Nurses Association, fires up the crowd at a "Care Not Cuts" rally at the Capitol May 17. MNA and other unions, including AFSCME Council 5 and the Service Employees International Union, demonstrated outside as budget talks between Gov. Tim Walz and legislative leaders dragged on inside during the final days of the 2019 legislative session. Union members urged lawmakers to stand #WithThePeople – not with corporations hoping to profit off our health care – by extending Minnesota's Health Care Provider Tax. The tax, which subsidizes the state's insurance program for low-income families and individuals, has been in place since 1992. But Republicans who control the Senate passed a budget that replaced the provider tax with drastic cuts to programs many Minnesotans rely on, jeopardizing both Minnesotans' health and health care workers' safety. The Senate would even have allowed non-profit insurers to sell public healthcare assets for personal gain.

Read more about the outcome of the 2019 session on Page 5.

Union Advocate photo

Guest Commentary

Tell Congress: Trump's 'NAFTA 2.0' needs fixing

By Doug Williams

Minnesota Fair Trade Coalition

The North American Free Trade Agreement (NAFTA), signed by Canada, Mexico and the United States, created a trade treaty that went into effect on Jan. 1, 1994.

In September 2018, the three countries reached an agreement to renegotiate the treaty. The current NAFTA will remain in force until the ratification of a new treaty.

Citizens Trade Campaign, a coalition of labor, environmental, family-farm and allied groups, reports that over 1 million U.S. jobs have been outsourced during the lifespan of the current NAFTA agreement. More than 2 million Mexicans engaged in farming and related work have lost their livelihoods. The environmental degradation resulting from NAFTA has been severe. And billions of public dollars have been spent to pay for "projected" future losses of profits determined by

(CONTINUED ON PAGE 20)

Citing 'corporate greed at its worst,' Teamsters strike at Murphy Warehouse

Union Advocate staff

Nearly 80 warehouse employees began an open-ended strike May 15, protesting unfair labor practices by their employer, Murphy Warehouse Company.

The striking workers, members of Teamsters Local 120, set up picket lines outside seven warehouses in the Twin Cities area. The lines remained up as this edition of The Union Advocate went to press, and Local 120 was encouraging supporters to show their solidarity by picketing alongside striking workers. (Find a list of locations on Page 11.)

Health care was the major sticking point in contract negotiations between Murphy

and the employees' bargaining team.

According to Local 120, the employer's final proposal would have nearly tripled warehouse workers' out-of-pocket health care costs, even though the overall cost of the health plan went down over 4% this year.

"This is corporate greed at its worst," Teamsters Local 120 President Tom Erickson said. "The costs went down and they are still demanding our members agree to triple their out-of-pocket costs? It's outrageous."

Murphy workers said they were willing to fight to keep their affordable health insurance, in part, because they sac-

(CONTINUED ON PAGE 11)



Murphy Warehouse workers on strike last month weren't standing alone, thanks to members of UFCW Local 1189, the St. Paul Federation of Educators, IBEW Local 110 and other unions who joined a solidarity event organized by the St. Paul Regional Labor Federation at the company's facility on East 8th Street.

Union Advocate photo

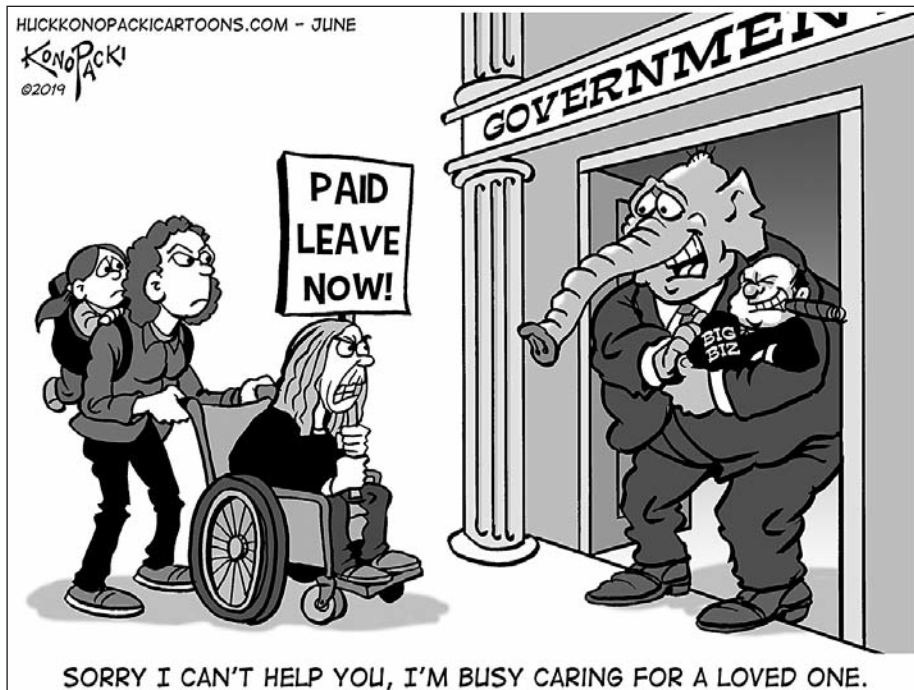
Go Figure

16% Share of private-sector workers in the U.S. with access to paid family leave in 2018

42% U.S. households in which women provide at least half of all earnings

10 days or less Parental leave accessed by nearly one in four new mothers

\$20.6 billion Wages lost annually by U.S. workers who lack access to paid family and medical leave



Labor Voices: Peter Rachleff

ESFL celebrates five years as a 'labor hall for the community'

In June 2014, as a new non-profit organization, we moved into the historic Carnegie library building on Greenbrier Street, with the goals to inspire solidarity, advocate for justice, and work towards equity for all. While we seek very much to be an integral part of the East Side, our location is not only geographic. We see ourselves as an intersection – between, among and within diverse communities; between the labor movement and social movements; between immigrants and the native-born; between the past, present, and the future; between books and programs; between education and entertainment.

Most of all, we see ourselves as a Labor Hall for the Community.

The East Side Freedom Library sees the labor movement as a central agent in the process to build a new understanding of what this country can be, and to build our capacity to bring it into being. Most of us know little of the movement's history, both its achievements and its shortcomings. We provide resources and mentorship for middle and high school students pursuing "History Day" projects. With our help, they are taking ownership of labor's stories. In partnership with the St. Paul Regional Labor Federation, we have organized and hosted a Union Job Fair, which has educated hundreds of our neighbors, many of them immigrants, about what it means to "work union." In partnership with the U of M's Labor Education Service and Metro State's Masters in Advocacy and Political Leadership program, ESFL has organized a series of panel discussions probing the relationships between the labor movement and other social movements, such as #MeToo and Black Lives Matter. In partnership with the St. Paul Federation of Educators, we hosted a summer book discussion group, and, in partnership with AFSCME Local 3800, a labor film series.

Our most ambitious venture, just getting under way in partnership with SEIU Healthcare Minnesota, the RLF, the Minnesota Nurses Association and other unions, has been the launch of the New Brookwood Labor College, a project committed to promoting critical thinking and educating activists "into the working class."

We've been busy.

In the past five years, we have collected, cataloged and shelved more than 20,000 books. We have hosted hundreds of programs, using art, story-telling, music and theater to tell the stories of working people, from the 19th century immigrants who created a community in Swede Hollow and the railroad

"We see ourselves as an intersection – between, among and within diverse communities."

– Peter Rachleff



workers who stood up to James J. Hill in the 1894 Great Northern strike to the Hmong PCAs, the Mexican big box retail store cleaners and the Somali Amazon workers writing the next chapters in the history of the labor movement.

On June 12, we will mark our anniversary with a major public event, beginning at 5:30pm, featuring Jelani Cobb, one of our country's leading practitioners of activist scholarship and citizen journalism. After teaching African American History at Spelman College and the University of Connecticut, Dr. Cobb joined the faculty at Columbia University's Journalism School and became a staff writer for the New Yorker magazine, where he has recently become an anchor of the journal's nationally syndicated podcasts.

Dr. Cobb's articles and books on African American intellectual history, Dave Chappelle, Barack Obama, the emergence of Black Lives Matter and the power of hip hop culture have been models of activist scholarship. From a foundation of diligent research to presentation in accessible language, Jelani has informed, inspired and provoked circles of activists and cultural producers across the U.S. We are thrilled that he will keynote our celebration of five years of work at the ESFL. On June 12, he will address "The Half-Life of Freedom," in a program beginning at 5:30 p.m. Jelani explains: "One hundred fifty-four years ago, enslaved people in Texas learned of their freedom – more than two years after the Emancipation Proclamation had been issued. Today we find ourselves in a battle for democracy in the United States. This is a talk about freedom, injustice and the histories that connect the challenges of the past to the struggles of the present."

As you probably know, our space is both handsome and limited. There will only be so much room. Please let us know if you intend to join us by emailing info@east-sidefreedomlibrary.org.

– Peter Rachleff is co-executive director of the ESFL. He taught history at Macalaster College from 1982 to 2012.

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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Member International Labor Communications Association.



Labor Events

Walk and learn local labor history

The history of St. Paul's East Side will come to life during two walking tours co-sponsored by the East Side Freedom Library in June. The 90-minute tours, led by ESFL co-founder and labor historian Peter Rachleff, will examine the role immigrants and working people played in the neighborhood's making – and remaking.

The first walking tour, "Immigration Then and Now, From Swede Hollow to Arlington Hills," will begin at 10 a.m. Saturday, June 15. Cost is \$8, or \$5 for members of the Ramsey County Historical Society. RSVP by June 13 to robbyn@rchs.com or 651-222-0701.

"Immigration & The Remaking of St. Paul's East Side" will begin at 10 a.m. Saturday, June 22. Cost is \$20, payable to the St. Paul Public Schools. Register by June 14 online at www.commed.spps.org, by phone at 651-767-8179 or by email at commed@spps.org.

Both tours will depart from the ESFL, located at 1105 Greenbrier St.

'Dog Days' of summer

Guide Dogs of America is the preferred charity of the Machinists union, and local Machinists lodges will host two fundraisers for the cause this summer. Both are open to supporters in the labor community.

The MN Rides for Guides 1st Annual Car Show will take place at the Blacksmith Lounge in Hugo on June 16, from 9 a.m. to 1 p.m. Cost is \$10 in advance or \$15 on the day of the show. All makes and models are welcome. For more information, contact Ko Vang at kvang@iam77.org or 651-247-1473.

The 30th running of the Machinists' Haws for Dogs fundraiser is set for July 13. Participants in the one-day motorcycle ride collect pledges for Guide Dogs of America. A banquet dinner will follow the ride. Contact Vang to register, or go to www.guidedogsofamerica.org.

Picnics aplenty

It's picnic season, and two St. Paul Regional Labor Federation-sponsored groups are planning to make the most of it. The RLF's Chisago County Labor Assembly will hold its annual picnic July 17, from 5:30 to 7:30 p.m., at Wild Mountain Winery in Taylors Falls. It's open to all union members and retirees, but RSVP is required to Barb Swenson at jbrswenson@q.com. Cost is \$5 and covers a catered meal.

The RLF's retiree group will hold a picnic July 17 from noon to 2 p.m. at the St. Paul Labor Center, 353 West 7th St. Hamburgers and brats will be supplied, but guests should bring a side dish to share. RSVP to Colleen Nocerini at 612-408-2412.



Scenes from Stamp Out Hunger 2019, clockwise from top-left: Mike Nelson, a retired member of AFSCME Council 5, helped unload food donations from a letter carrier's truck; Nelson volunteered at the Midway Cub Foods, as did Eric Mattson (L) of AFSCME Local 2829, Adam Jenum of Teamsters Local 120 and Mary Black of NALC Branch 28; Terri Buttleman of SEIU Local 284 unloaded a mail truck at Neighbors Inc.; her fellow volunteers at the South St. Paul food shelf included (L to R) Jaron McNamara, Mary Sansom (IAM), Buttleman, Tom Hoppenstedt (IAM), George Brown and Vicki Beebe, an IAM member and organizer for the St. Paul Regional Labor Federation.

Union Advocate photos

Letter Carriers, union volunteers deliver for area food pantries

Letter carriers' "Stamp Out Hunger" food drive May 11 restocked food pantries in communities across the country. The Twin Cities area was no exception, as union leaders reported strong results in the food drive's 27th year.

The National Association of Letter Carriers (NALC) won't announce official results until later this month, but Perry Schmidt, a local NALC leader and executive vice president of the St. Paul Regional Labor Federation, said indications are the food drive exceeded 900,000 pounds collected at sites across the Twin Cities.

Letter carriers aren't the only union members who make the nation's largest one-day food drive happen locally. Second Harvest Heartland set up collection sites in Cub Foods parking lots across the East Metro. There, union volunteers like Eric Mattson helped carriers transfer sacks of donated food from their mail trucks to a Second Harvest semi-truck.

"For me, this day is about getting together as a community and getting food over to the Second Harvest food shelf," Mattson, an AFSCME Local 2829 member, said. "It's about giving back to our community."

While Second Harvest Heartland dispatched trucks across the metro, smaller food pantries like Neighbors Inc. in South St. Paul and Valley Outreach in Stillwater opened their loading docks to the mail trucks. Volunteers from the St. Paul Regional Labor Federation's labor assemblies in Dakota and Washington counties helped unload, weigh and sort donations in suburban locations.

"Everybody falls down on their luck every once in a while," NALC Branch 28 member Mary Black said. "It's just a great thing for us to be able to help the community when people need help."

Let's get together, union members!

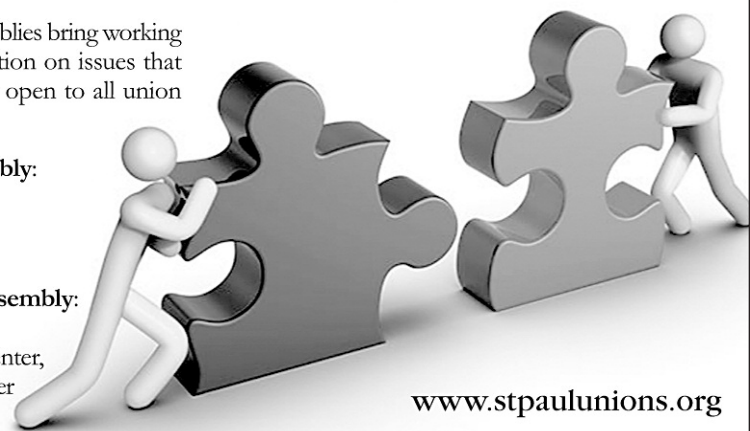
The **St. Paul Regional Labor Federation's** local labor assemblies bring working people and retirees together to exchange ideas and take action on issues that matter most in their communities. Assembly meetings are open to all union members who live or work in our four-county area.

Chisago County Assembly:
June 27 & July 25, 4:30 p.m.,
Wyoming Public Library,
26855 Forest Blvd.

Dakota County Assembly:
June 13 & July 11, 7 p.m.,
Dakota County United Educators,
6950 W 146th St., Apple Valley

Ramsey County Assembly:
June 24 & July 22, 6 p.m.,
Saint Paul Labor Center
353 West 7th St.

Washington County Assembly:
June 26 & July 24, 6 p.m.,
Washington Co. Gov't Center,
14949 62nd St. N., Stillwater



www.stpaulunions.org

An Important Note from the Leadership at St. Paul Federal

St. Paul Federal
CREDIT UNION

We would like to share some good news about St. Paul Federal Credit Union –who we are, who we serve, what we do and how we can help you and your family. If you are reading this, **you and your family probably qualify to join St. Paul Federal** and receive our great rates and personal service.

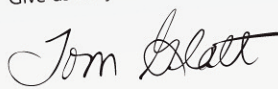
- In November 1953, we were chartered by a group of St. Paul Union electricians to **serve Union members** of the International Brotherhood of Electrical Workers and have continuously focused on serving Union members and their families since that time.
- We do not have a “community charter,” which is open to anyone and everyone. Yes, persons who come out of certain designated low-income areas of St. Paul and Minneapolis are allowed to join St. Paul Federal - call it community outreach – but we have never wavered nor will we ever waver from our primary focus – **to serve members of Local Unions and their families.**
- We are governed by an elected Board of Directors. Our Board is made up of seven (7) individuals, **ALL of whom are Union members.**
- Our members’ assets are protected by a Supervisory (Audit) Committee. All our Supervisory Committee members are Union members with one exception, and that person is from a family of three Union electricians.
- **All of our front-line staff are members of Office & Professional Employees International Union, Local 12.**
- **St. Paul Federal adopted a living wage (\$15 per hour) starting minimum for staff in 2015**, long before there was a movement to do so. No fanfare. No self-congratulatory pat-on-the-back. No blaring headlines. We didn’t do it for notoriety; we did it because it was simply the right thing to do.
- **Even our headquarters is co-located in a Union-owned building:** The Electrical Industry Building in St. Paul, which also houses IBEW Local 110, Electricians & Associates, Wilson McShane and the St. Paul Electrical JATC, all employing Union support staff.
- For four years in a row, St. Paul Federal has been honored by Depositaccounts.com as being **one of the healthiest Credit Unions in the United States.**
- For two years in a row, St. Paul Federal has been named by Credit Union Journal as one of the Best Credit Unions in America to Work For, a national honor. In 2018, **St. Paul Federal was the only Credit Union staffed by Union employees to earn this achievement.**

St. Paul Federal consistently offers some of the lowest loan rates in the Twin Cities, which directly benefits Union members and their families. PLEASE COMPARE RATES! You will find real differences and real savings between St. Paul Federal’s rates and other financial institution rates. Also, when you do compare, make sure you compare the actual rate for the actual term you are likely to need (for example, a 60 or 72 month auto loan), instead of the “advertised” rate (usually 36 months). Real estate loans are complicated, so make sure you are aware of all the variables. With St. Paul Federal, you will end up with more of your hard-earned wages in your pocket.

We have some of the highest deposit rates in the Twin Cities, which directly benefits Union members and their families. PLEASE COMPARE RATES, especially rates for checking accounts, an account most people use every day. You will end up with more of your hard-earned wages in your pocket.

Finally, unlike a lot of other financial institutions out there today, we won’t charge you an arm and a leg to access your money. Our fees are among the lowest in the market, meaning you will end up with more of your hard-earned wages in your pocket.

Give us a try. We think you will appreciate the difference!



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St. Paul Federal
CREDIT UNION

At the Capitol



Members of AFSCME, SEIU and MNA marched into the Capitol during the "Care Not Cuts" rally May 17, urging lawmakers to preserve the 2% tax on health care providers that funds insurance for low-income Minnesotans. Union Advocate photos



During a Capitol rally in April, activists presented lawmakers like Rep. Michael Howard (D-Richfield) with a personalized "message in a prescription bottle." Each note came from a Minnesotan struggling to afford the health care and medication they need.

Last-minute budget deal avoids steep cuts, misses opportunity for investment

Gov. Tim Walz and his allies in the DFL-controlled House blocked Senate Republicans from making drastic cuts to Minnesota's public schools and health care, but Republicans refused to take up the governor's proposal to address the state's aging transportation infrastructure.

The two sides reached a \$48.3 billion budget compromise one day before the Legislature's scheduled adjournment. As this edition of The Union Advocate went to press, lawmakers were still in conference committees debating how those funds will be spent over the next two years.

But the compromise appeared to be a mixed result for the state's unions, which lobbied fiercely during the session for investments in education, health care and transportation, for more protections against wage theft, and for expanded access to paid family leave.

On the bright side for working people, lawmakers agreed not to allow the existing tax on health care providers to expire. Instead, the provider tax, which funds the state's public health insurance program, will dip from 2% to 1.8%, protecting coverage for thousands of low-income families and individuals.

Walz and House DFLers also succeeded in squeezing a 2% per-pupil funding increase out of Senate Republicans, whose budget allocated less than a 1% increase for education. Still, the statewide educators' union characterized the compromise as another inflationary increase that falls short of the meaningful investment Minnesota's schools need — just enough to keep the lights on.

"Educators recognize that Gov. Walz and Speaker Hortman fought hard for Minnesota students this year, but they faced an obstructionist majority in the

Senate that put the desires of the giant corporations and the wealthy few ahead of the voters and students," Education Minnesota President Denise Specht said. "If this is the best deal Minnesotans can get with the Senate we have, Minnesotans need to vote in a new Senate."

On transportation, Republicans blocked Walz's gas-tax proposal, which would have created a comprehensive, long-term and sustainable transportation funding package to fix Minnesota's roads and bridges, ease congestion and make Minnesotans safer.

And lawmakers largely punted when it came to addressing policies like paid family leave and wage theft, promising a renewed debate when they return to the Capitol in an election year.

Find complete reaction to the 2019 legislative session online at mnafcio.org.

Session's over, now let's hold them accountable

The Legislature adjourned last month. Now, it's time for us to let state lawmakers know what we think of their work.

The St. Paul Regional Labor Federation's Ramsey and Washington county labor assemblies will host a joint "meet-and-greet" event June 12, from 6:45 to 8 p.m., at the St. Paul Labor Center, 353 West 7th St.

The event is an opportunity to engage with labor-endorsed elected officials and let them know what issues are important to us. Participants will hear directly from lawmakers about what they were able to accomplish — and what we can do to



help them accomplish more. To RSVP or for more information, contact Colleen Nocerini at 612-408-2412 or cnocerini@stpaulunions.org.

The Dakota County Labor Assembly will hold a listening session with lawmakers in Senate District 56 from 6 to 7:30 p.m. Thursday, July 11, at the Burnhaven Library, 1101 W. County Road 42, Burnsville.



Buy American, Buy Union!

This is a special issue of The Union Advocate. It's our annual "Buy Union" edition. With this issue each year, we celebrate the work union members do across the U.S. by making our readers aware of how to find union-made products and how to support businesses that hire union workers.

Whether you're dining out at a restaurant, rewiring your home, planning a summer vacation or shopping for a new vehicle, the advantage is real. When you buy union, you support good jobs with good benefits – the kinds of jobs that keep our communities strong. You also can count on union workers to take pride in their craft and to do the job right the first time.

Automobiles

SERVICE

Machinists Local 737 maintains a list of Twin Cities car dealerships and shops where its members work:

iam737.org/?page_id=58.

TIRES

Looking for American-made tires? The Department of Transportation requires all

tires sold in the U.S. carry a 13-symbol code showing the company and plant that made the tire. **The code for all U.S.-made tires begins with "DOT."**

The two symbols that follow indicate the plant where the tire was produced. For example, "DOT VE" indicates a tire produced at Bridgestone Firestone's plant in Des Moines, Iowa. The United Steelworkers maintain a list of union plants at www.usw.org. (Keyword search: "tires.")

VEHICLES

Find a list of cars, trucks and vans made by union members in the U.S. (United Auto Workers) and Canada (Canadian Auto Workers) on the UAW's website: www.uaw.org/uaw-made.

Boycotts & Consumer Goods

When some labor disputes with businesses cannot be resolved, unions call on supporters to abstain from the purchase or use of a product or service. The AFL-CIO maintains a list of active

boycotts online at afcio.org. The list currently includes certain hotels, Palermo's Pizza and Nabisco/Mondale's "Made in Mexico" snack foods.

For a comprehensive list of union-made products, from beer to building supplies, check out www.labor411.org.

Communications

INTERNET

CenturyLink employs members of the Communications Workers of America.

WIRELESS

AT&T Mobility is the only union wireless carrier, employing members of the CWA.

Home Improvement

CONTRACTORS

The easiest way to find a union-accredited contractor is by contacting the relevant union. All unions have easy-to-find websites that list e-mail addresses and telephone numbers. Some websites

maintain contractor lists.

ELECTRICAL WORKERS:
ibewpros.org/find-a-contractor

PLUMBING, HEATING, AIR CONDITIONING:

www.mn-mca.org (See Plumbers #34's ad on Page 7)

NEED PAINT?

United Food & Commercial Workers Local 1189 members staff **Hirshfield's** Maplewood, Roseville, West St. Paul and Woodbury stores.

Hospitality

TWIN CITIES

UNITE HERE Local 17 has contracts with more than 50 hotel, restaurant and catering properties throughout the Twin Cities and the surrounding suburbs.

Find a list of union properties at uniteherelocal17.org.

NATIONWIDE

Travelers looking to stay in a union hotel can find a list of union properties in nationwide at fairhotel.org. The site also includes a list of boycotted hotels and hotels facing labor disputes.

Retail

CLOTHING

Union House in Wyoming, Minn., is the Metro Area's only shop committed to selling American- and union-made goods

- **Where:** 26789 Forest Blvd., Wyoming, Minn.
- **Phone:** 651-462-7710
- **Hours:** M-F 9 a.m. to 5 p.m., Saturday 10 a.m. to 4 p.m.
- **Website:** unionlabel.com

GROCERY

UFCW Local 1189 represents grocery workers across the East Metro, including many Cub Foods, Jerry's, Cooper's, Lunds & Byerly's, Kowalski's and The Wedge Co-op in Uptown Minneapolis.

Find a full list at:

www.ufcw1189.org.

PHARMACIES

Not all pharmacies support the rights of workers to join unions. UFCW Local 1189 members staff pharmacies in Rainbow and Cub Foods stores, County Market (Hudson) and Prairie Stone Pharmacy in Lunds & Byerly's.



MADE IN USA



APPAREL - BOOTS & SHOES - COOKWARE - KNIVES



CBD

OILS & TOPICALS



Union House

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SHOP IN STORE - 26789 FOREST BLVD, WYOMING, MN

TWO BLOCKS OFF 35E - 6514627710

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UNION SHOP

UFCW
a VOICE for working America
www.ufcw.org

Not all grocery stores are equal.

Good jobs, good wages, and benefits raise the standard of living for the families in our communities. UFCW1189 has fought for those things for all workers for years. That's why so many grocery jobs in Minnesota are good jobs -- because they are Union jobs that give workers a voice in their stores. Support the Grocers who support Union families!

**Look for the Union label
by the entry doors when you shop.**

Representing workers at:

Cub Foods, Jerry's, Super One, Lunds & Byerlys, Knowlan's, Festival, Kowalski's, Cooper's, The Wedge Co-op



For a complete list of our UFCW1189 locations
<http://ufcw1189.org/worksites>
or give us a call at 651-451-6240.

UNION PLUMBING CONTRACTORS IN THE EAST METRO

- ALBERS MECHANICAL CONTRACTORS
- BARTYLLA
- BERG P&H
- BILL RASCHER MECHANICAL
- BRESKI PLUMBING
- BRUCE NELSON P&H
- CENTURY PLUMBING
- CITIES 1 P&H
- COMMERCIAL P&H
- CORVAL CONSTRUCTORS, INC.
- GENZ-RYAN P&H
- H2C HEATING, COOLING, PLUMBING
- HARRIS MECHANICAL CONTRACTING
- JIM MURR PLUMBING
- K.B. SERVICE COMPANY
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**A message from
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Members of the Minnesota Nurses Association picketed outside United Hospital in St. Paul three years ago. Nearly 5,000 union nurses at United and other Allina Health facilities in the Twin Cities went on strike twice in 2016, for a combined 44 days. Nurses at Allina and other metro hospitals are back at the bargaining table this year.

file photo

METRO NURSES MOBILIZING

Twin Cities members of the Minnesota Nurses Association planned to hold informational picketing outside metro hospitals over the course of three days last month, an effort to "take their contract issues straight to their employers."

Nurses and have been in negotiations since March, working toward new contracts at Fairview, Allina, Children's, Methodist, HealthEast and North Memorial hospitals. But according to the union, little progress has been made on nurses' top issues: workplace safety, staffing, wages and benefits.

The nurses' contracts with each hospital system were scheduled to expire May 31, and hospitals had not responded to the union's request for more negotiation dates when this edition of The Union Advocate went to press.

The last time MNA picketed Twin Cities hospitals was 2016, when some 4,800 MNA members at Allina facilities went on two strikes for a combined 44 days.

(CONTINUED ON PAGE 9)

(CONTINUED FROM PAGE 1)

GROCERY WORKERS WIN

Members of United Food and Commercial Workers Local 1189 employed at grocery stores in the St. Paul area overwhelmingly ratified new three-year union contracts April 30 after weeks of bargaining. The agreements, which earned a “vote-yes” recommendation from Local 1189’s bargaining committee, cover nearly 4,000 workers at 29 retail locations.

The contracts include several improvements for Local 1189 members, including wage increases in all three years for workers at every wage scale. The employers also agreed to increase their contributions to workers’ health insurance plans, and to expand workers’ access to life insurance and holiday pay.

Voting on the contract took place in break rooms inside all 29 stores – a level of outreach, Local 1189 President Jennifer Christensen said, that is essential to providing opportunities for all members to be engaged.

“We are proud of our in-store voting,” Christensen said. “Not all unions vote their contracts this way. Our members, like many part-time and retail workers, have limited transportation options. If we are truly going to give workers a voice in their workplaces, we need to be sure that everyone has the ability to vote.”

“It is arrogant for a union to expect members who don’t drive to find a ride or spend hours on the bus or pay for a ride, just to exercise their basic rights as a member of a union. When our members ratify a contract, we know that it is supported by the true majority of our membership.”

Local 1189 members are employed by several local grocery chains: Cub Foods (SuperValu), Jerry Enterprises (Cub, Jerry’s and County Market stores), Kowalski’s, Lunds & Byerlys and Festival/Knowlan’s meat departments.

Separately, Local 1189 reached a tentative agreement on a new union contract with The Wedge coop in Minneapolis last month. Voting was scheduled to take place May 29.

STRIKE VOTE IN ELK RIVER

Nursing home workers employed by Guardian Angels in Elk River voted overwhelmingly last month to authorize a strike after their employer refused to make an offer that respects its dedicated workforce. The workers are members of SEIU Healthcare Minnesota, and their jobs include housekeeping, laundry work, dietary work, health unit coordinating, nursing assistance, recreation work and maintenance.

The union and employer held more than 10 bargaining sessions before union members voted to authorize the strike. Workers accused Guardian Angels management of refusing to meet their demands for safe staffing levels, respect for workers who want a collective voice in their workplace and “investment in dedicated staff so they can invest in their community,” SEIU said in a press release announcing the strike vote.

“As dedicated employees of Guardian Angels, all we are asking is for them to invest in their dedicated employees so residents can continue to get quality care,” Jane Gardner, a nursing assistant and TMA at Guardian Angels for nearly 14 years, said. “We want to feel respected and valued and we want to have a voice through our union. That means management actually negotiating with us in good faith to reach a contract.”

SEIU is required to provide Guardian Angels notice of any strike at least 10 days in advance, and had not yet done so when this issue went to press.



Members of UNITE HERE Local 17 and their supporters marched through the streets of downtown Minneapolis on May Day. Workers at 19 union hotels in the metro will see their contracts expire this year or early in 2020. The May Day march was, for workers, an opportunity to amplify their top priority in bargaining – ensuring that one job is enough to make ends meet.

photos courtesy Local 17 Facebook page

HOTEL WORKERS MARCH

Hundreds of hotel workers from across the Twin Cities marched in the streets of downtown Minneapolis May 1, pushing for strong union contracts. The hotel workers, organized with the Twin Cities hospitality union UNITE HERE Local 17, stressed the need for a reduced workload, improved workplace safety policy, and better pay.

“I’m fighting for fair wages and respect,” said Jorge Quizhpi, who has been a cook at the Crowne Plaza Northstar for over 15 years. “Most of us have worked here for many years, and we have left our youth in these hotels. It would be nice if the

employers would see that and appreciate what we do.”

“Cooks, we have burns, cuts, all those things. Housekeeping works with chemicals. We need a contract that makes us safe in the workplace, and fair pay so we can pay our bills and feed our families.”

All 19 unionized hotels in the Twin Cities, employing more than 2,000 people, will see their union contracts expire this year or early in 2020.

Show your support for the hotel workers’ contract campaign by signing a petition online at www.uniteherelocal17.org/pledge.

FOUR STRAIGHT YEARS FOR SPFCU

St. Paul Federal Credit Union, founded in 1953 to serve the members of the International Brotherhood of Electrical Workers Local 110, was ranked among the nation’s top 200 credit unions in 2018 for the fourth consecutive year, according to DepositAccounts.com.

St. Paul Federal is proudly a union shop. Its employees are represented by Local 12 of the Office and Professional Employees International Union.

DepositAccounts.com reviews credit unions’ performance based on capitalization, deposit growth and loan-to-reserve ratios, among other factors. It’s an honor for an institution to be recognized in the top 200, St. Paul Federal CEO Tom Glatt said.

“Our entire team is focused on providing outstanding value and service to our members,” Glatt said. “The fact that DepositAccounts.com continues to recognize our strengths in comparison to other institutions is a source of pride.”

St. Paul Federal scored an “A+” ranking in each of the website’s evaluation categories.

“The financial services landscape is difficult to navigate,” Donald Sinna, chair of the credit union’s board, said. “Not only must we continue to deliver great service, we have to protect our members’ assets vigilantly every day. This recognition is more evidence of our success.”

St. Paul Federal remains headquartered on St. Paul’s east side, in the same building as IBEW Local 110. But its doors are now open to anyone who lives in the City of St. Paul, a change introduced 15 years ago. Today, St. Paul Federal has more than \$176 million in assets and serves more than 12,300 members.

– Labor News in Review includes reporting by the Minneapolis Labor Review and Workday Minnesota, available online at www.workdayminnesota.org.

For more labor news, follow @unionadvocate on Twitter and follow the St. Paul Regional Labor Federation on Facebook at facebook.com/SaintPaulRLF.

Have a news tip or story idea? Call us at 651-222-3787, ext.112, or email mmoore@stpaulunions.org.



St. Paul Building and Construction Trades Council Executive Secretary Don Mullin (L) placed a black sash on the cross bearing the name of Joshua Bosch, member of Elevator Constructors Local 9.



Members of Building Trades unions who died in the past year from a work-related cause were remembered on Workers Memorial Day with white crosses.

Labor Review photos

Workers Memorial Day observance honors fallen union tradespeople

By Steve Share

Minneapolis Labor Review editor

Local Building Trades unions gathered April 29 for a solemn ceremony marking Workers Memorial Day, a national event to highlight the need for greater workplace safety and to remember workers who were killed on the job or who have died from work-related injuries or illnesses over the past year.

"The deaths that occurred this past year could have been prevented, some of them readily, some with a bit more effort," said featured speaker Nancy Leppink, Minnesota's new commissioner of the Department of Labor and Industry.

How?

"Taking a bit more time to identify hazards and risks, taking a bit more time to think through the steps of a process, taking a bit more time to plan, to communicate and to train – so safety and health is built into every step, engrained in every motion and is at the forefront of every mind."

The Workers Memorial Day event took place at the Workers Memorial Garden on the State Capitol grounds in St. Paul, organized by the Minneapolis Building and Construction Trades Council and the St. Paul Building and Construction Trades Council.

Leppink and other speakers addressed the crowd of several dozen people, which included union representatives and family members of some of the deceased.

Workers' lives, Leppink said, "are not a number to be factored into an economic analysis, to be weighed in a balance, or left on the negotiating table."

"Prevention requires constant vigilance and a culture that supports that vigilance by everyone on a construction site, no matter the color of the hard hat. Safety and health must be valued over quality, quantity and meeting deadlines."

Nationally, one in five workplace fatalities occurs in the construction industry, noted Jessica Looman, executive director of the Minnesota State Building and Construction Trades Council.

"Every construction worker death is one too many," Looman said.

As a cool, brisk spring breeze blew, a color guard

from Cretin-Derham Hall school in St. Paul presented the colors, flags flapping in the wind. A bell rang out at the reading of each of the names of six Building Trades members who died in the past year from a workplace accident or work-related injury or illness. A black sash was placed on a white cross bearing each of their names.

The ceremony concluded with the sounds "Amazing Grace," played by a bagpiper who approached the memorial crowd, then continued playing as he slowly walked away up the hill towards the Capitol.

The six Building Trades members remembered at the ceremony included:

- Joshua Bosch, age 38, member of Elevator Constructors Local 9;
- Joseph Hill, Sr., age 43, member of Operating Engineers Local 49;
- Kyle Jappe, age 25, member of Operating Engineers Local 49;
- Lawrence R. Provost, age 82, member of Heat and Frost Insulators Local 34;
- Travis Rost, age 39, member of Sheet Metal Workers Local 10;
- Jake Lee Villa, age 28, member of International Brotherhood of Electrical Workers Local 292.

Dan Gustafson, former president of the Minnesota AFL-CIO, also was remembered at the event. Gustafson, age 91, died March 21. He was a member of Plasterers Local 65 and went on to become business manager of the Minneapolis Building Trades Council and president of the Minnesota State Building Trades Council.

In years past, the list of Building Trades workers remembered at this annual event often has skewed towards long-retired workers whose lives were claimed by work-related illnesses.

Most of the names on this year's list, however, were workers whose lives were tragically cut short. These relatively young men were not only skilled trades workers, but also were among them honored U.S. military veterans, passionate outdoorsmen, beloved husbands, fathers, brothers and sons.

Rod Villa, 41-year member of IBEW Local 292, stood by the cross labeled with the name of his son,

Jake, and wore a photo of Jake around his neck.

Family members of Joshua Bosch, who died just two months ago, traveled all the way from North Dakota to attend the event. They included his wife Stephanie and their two daughters, along with his mother and step-father.

"As we leave here today, let's redouble our efforts to make sure every worker makes it home safely," said Dan McConnell, business manager of the Minneapolis Building Trades Council.

Each year on the occasion of Workers Memorial Day, the AFL-CIO releases an annual report, "Death on the Job: The Toll of Neglect," which reviews and analyzes workplace fatalities and puts a spotlight on the continuing fight to improve workplace safety. This year's report found that Minnesota had the 28th highest rate of workplace fatalities in the nation.

This year's report also emphasizes how, under the Trump administration, "important safety and health protections have been repealed or weakened," while Trump has also appointed individuals with a track record of opposition to health and safety enforcement.



Bagpiper Ralph Magnusson, playing "Amazing Grace," approached the memorial crowd, then continued playing as he slowly walked away up the hill towards the State Capitol.



Local 120 members Mike Vescio (L) and Quincy Gentry walked the picket line outside their longtime workplace – Murphy Warehouse's Minneapolis location – during the union's strike last month. Union Advocate photo

Teamsters at Murphy Warehouse Co. strike to keep affordable health care

(CONTINUED FROM PAGE 1)

rificed meaningful wage increases during previous rounds of contract negotiations as a trade-off for staying in their health plan.

Jason Cadalbert, who has 20 years of experience working for Murphy, characterized management's approach to contract talks as offensive.

"We've always been a family here, but this time around they are choosing to spend tons of money on multiple attorneys and consultants, instead of just giving a fair offer to us," Cadalbert said. "We aren't greedy, but we need to be able to take care of our families."

"I just don't know why they – Murphy management – are doing this to us."

A 'pet peeve'

According to Local 120, members of the bargaining committee asked Murphy's negotiators why they are demanding such onerous increases to workers' out-of-pocket health care costs at a time when the overall cost of the health plan has decreased.

"The company responded saying that it is a 'pet peeve' of owner Richard Murphy, Jr. that employees have great health coverage," Local 120 said in a press release.

As the strike extended into a second week, Murphy workers, their family members, Teamsters retirees and supporters from the labor community ensured all seven picket lines remained active.

Picketers turned away several

truck drivers and succeeded in grinding down the pace of traffic in and out of Murphy's facilities, dealing a blow not only to the company but its customers – like Andersen Windows, Dakota Growers and United Sugars – as well.

Defense fund, picket locations

The St. Paul Regional Labor Federation's nonprofit organization, the St. Paul Labor Studies and Resource Center, began collecting donations last month for a defense fund to support Murphy workers during the work stoppage.

To contribute to the Murphy Teamsters Defense Fund, send checks payable to "St. Paul LSRC," with "Murphy" in the memo line, to St. Paul LSRC, Attn: Laura, 353 W. 7th St., Suite 201, St. Paul, MN 55102.

"This could be any one of us, fighting to stop our health care costs from tripling at the whim of our bosses," St. Paul Regional Labor Federation President Bobby Kasper said. "We need to stand together against corporate greed, and that means supporting Murphy workers' strike fund and showing up at their picket lines."

Join the striking workers on the picket line weekdays during business hours at any of these locations:

- 701 24th Ave. SE, Minneapolis.
- 4700 Main St. NE, Fridley.
- 807 Hampden Ave., St. Paul.
- 355 E. 8th St., St. Paul.
- 905 Yankee Doodle Rd., Eagan.
- 5201 Winnetka Ave., New Hope.
- 901 Canterbury Rd. S., Shakopee.

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Labor media award topical prizes to students entering History Day competition

Some 1,300 middle- and high-school students from Minnesota entered multidisciplinary research projects in the state's History Day competition May 4.

This year's History Day theme, "Triumph and Tragedy in History," sparked a number of labor-related projects, which were eligible for one of eight topical prizes sponsored annually by The St. Paul Union Advocate, the Minneapolis Labor Review and the U of M's Labor Education Service.

Each winning entry received a \$100 cash prize. Congratulations to the winners!

- "The Hormel P-9 Strike," a performance by Gabe Napierala and Charlie Power Theisen of Murray Middle School.

- "Radium Girls," a performance by Eliana Castor, Amy Watters and Brielle Sunde of Twin Oaks Middle School.

- "The Sparks that Led to Flames of Historic Change: The Triangle Shirtwaist Fire," a documentary by Lalitha Gunturi and Jasmine Garry of Central Middle School (Eden Prairie).

- "The Triangle Shirtwaist Factory Fire," a documentary by Dinkenesh Kendrick and Kayla Thammalangsy of Seward Montessori.

- "Lewis Hine: The Anonymous Lifeblood of the Child Labor Revolution," a documentary by Nora Zak and Charlotte Lempka of Salk Middle School.

- "Extra! Extra! Street Rats Fight Back! Newsboys Triumph: New Laws for Working Children," an exhibit by Jocelyn Dale and Jessica Wagner of North Lakes Academy.

- "Milford Mine Disaster," an exhibit by Alma Ratliff and Jakalyn Frazier of New City Charter School – East Campus.

- "Dorothy Haner: Winona's First Female Investigator," an exhibit by Olivia Berhow of Winona Middle School.

Workers demand back pay for wage theft at Uptown eatery

MINNEAPOLIS – Holding signs and placards, dozens of workers and supporters gathered May 7 in front of Bonchon Korean Fried Chicken on West Lake Street to demand the restaurant pay back stolen wages and tips from its current and former workers.

Workers alleged that the restaurant owners illegally took tips given to servers, paid wages below the minimum wage and retaliated against workers who filed complaints by cutting their hours and shifts.

Mya Bradford, a former Bonchon server and mother, called working at Bonchon the "most mentally draining and degrading experience" of her life.

"The way they treated us was unbelievable; there was no communication and no respect at all," Bradford said. "The entire time that I worked there, the management was stealing money from me and other workers."

"We deserve our money back. This type of abuse needs to end for all restaurant workers."

Tip of the Iceberg

Restaurant workers are among the most frequent victims of wage theft – an issue that has drawn

increased scrutiny from unions, watchdog groups and policymakers in recent years.

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.

Wage theft occurs when employers:

- refuse to pay their employees for work performed,

- violate minimum wage, prevailing wage, and overtime protections,

- make unlawful paycheck deductions,

- coerce employees to work off the clock, or

- misclassify employees as an independent contractors to avoid paying workers' compensation and unemployment insurance.

Bonchon, a franchise that opened its first Minnesota location in October 2018, drew the ire of staff after withholding tips from servers and deducting unscrupulous "credit card processing fees" from their tips.

Under Minnesota state law, tips that are given to servers must belong to them – not the restaurant. It is considered wage theft when servers don't get the tips they have earned or

when tips are pooled or shared.

'Pay us what you owe us!'

Bonchon workers wrote a letter to the restaurant's owners in March, demanding that they be paid for lost wages and tips dating back to October 2018.

Facing a series of complaints, ownership admitted that it took tips from servers, issued an apology and promised to reimburse the servers.

While Bonchon management paid back some of the stolen tips, it withheld 5 percent of the total amount for "credit card processing fees," and severely cut the hours and shifts of those servers who brought up the issue.

The Restaurant Opportunities Centers of Minnesota (ROC-MN) has filed a complaint against the restaurant with the Minnesota Department of Labor and Industry and the Minneapolis Labor Standards Enforcement Division of the Office of Civil Rights.

"Workers have given the owners of Bonchon Uptown and Bonchon Dinkytown many opportunities to do right," ROC-Minnesota's Eli Edleson-Stein said. "The ownership has consistently disregarded workers' requests and demands. Now the community is demanding justice!"

Former Shakopee warehouse workers file federal discrimination, retaliation complaint against Amazon

By Mark Gruenberg

PAI Union News Service

SHAKOPEE – Amazon, notorious for its mistreatment of its thousands of warehouse workers from coast to coast, is in legal hot water over it again – this time for alleged racial and religious discrimination at its Shakopee warehouse.

Amazon created such a hostile work environment in Shakopee that it forced the three unnamed Somali workers to quit, the national legal defense and advocacy organization

Muslim Advocates told the Minneapolis office of the federal Equal Employment Opportunity Commission.

Forcing workers to quit is known as "constructive discharge" in labor law. Firms use constructive discharge – though it's illegal – to make life untenable for workers who speak up for themselves. It's a way for firms to try to evade being found guilty of retaliatory firings.

The EEOC investigates and – if mediation doesn't work – enforces federal laws that bar discrimination on the basis of race, religion, sex, gender and several other factors.

The three workers were among those who spoke up late last year, when Shakopee workers held a public protest to alert the community to their grievances.

Company retaliation started almost immediately, Muslim Advocates told the EEOC.

The three women were among leaders of the protest, and they were prominently quoted in local and national news.

But while conditions are particularly bad at Shakopee for the three – who did not give their names for fear of further Amazon retaliation – they affect other Somali-Americans,

Somali refugees and East African natives, both refugees and permanent residents, who toil there.

"While employed with Amazon, our clients have experienced discriminatory treatment, hostile work environment, retaliation, and constructive discharge on the basis of their race, religion and national origin," thus violating both Title VII of the 1964 Civil Rights Act and the Minnesota Human Rights Act, the group's letter to the EEOC says.

"These women are not alone: The conditions described in their charges reflect a broader pattern and practice of unlawful employment discrimination against Muslim, Somali, and East African workers at Amazon."

Those conditions include Amazon's refusal to accommodate Muslim workers' religious beliefs, by refusing to allow the three devout Muslims time to pray and threatening to write them up if they did. Write-ups, or failure to meet Amazon package rate standards, could lead to discipline up to and including firing, the letter said.

Muslim workers also were routinely passed over, despite superior experience and qualifications, for promotions in favor of whites, according to the complaint.

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Panel highlights Building Trades' efforts to promote apprenticeship in high schools

Union Advocate staff

Faced with a shortage of workers in the construction industry, Minnesota's Building Trades unions and their signatory contractors are developing new relationships with area high schools, hoping to attract more graduates into union apprenticeship programs.

It's work that takes place outside the spotlight but is critical to the state's future, from economic development to maintenance of our aging infrastructure.

To recognize and encourage these new relationships, the Minnesota Department of Labor and Industry hosted a panel discussion and forum April 24 at the Finishing Trades Institute, an apprenticeship facility operated by District Council 82 of the Painters and Allied Trades in Little Canada.

The event attracted high school students, guidance counselors, teachers, school board members and leaders from nonprofit organizations that serve young people.

The capacity crowd, Labor Commissioner Nancy Leppink said, was an encouraging sign that unions and contractors are finding community partners to promote registered apprenticeship among young people.

"To find the path, you need to have the guides," Leppink said.

Help wanted

The need to attract new workers to the construction industry is great. Employers already face a shortage of skilled workers, and the gap is projected to widen in the near future.

A survey conducted by the Associated General Contractors of America (AGC) in late 2018 found nearly 80 percent of construction firms planned to expand payrolls in 2019, but an almost equal number were worried about their ability to locate and hire qualified workers.

"Even as they are optimistic about growing demand, contractors are concerned about finding qualified workers to execute projects," said Stephen E. Sandherr, the AGC's chief executive officer.

In Minnesota, construction employers and Building Trades unions saw the shortage coming.

To prepare, they made new investments in their jointly run apprenticeship facilities, and they began aggressively marketing apprenticeship as a career path open to everyone – including women, people of color and veterans.

"In the Building Trades, we do more training than anyone except one entity – the U.S. military," Don Mullin, executive secretary of the St. Paul Building and Construction Trades, said during the panel discussion. "We have over 1,900 training centers across the U.S. and Canada."

"The opportunities out there are tremendous."

Getting creative

Unions and contractors have worked to build new pipelines between local high schools and construction apprenticeship programs.

ConstructTomorrow career fairs, for example, have popped up across the state, offering high school and middle school students a glimpse of what work is like in different construction crafts. And some school districts, including Apple Valley, St. Paul and White Bear Lake, are working with the Building Trades to get construction skills – and apprenticeship awareness – into their curriculum offerings.

Contractors and apprenticeship programs are even holding "signing day" celebrations for students entering an apprenticeship in the construction trades, similar to the pep rallies schools host when students accept athletic scholarships.

Earn while you learn

Panelists at the Department of Labor event agreed that apprenticeship in the Building Trades isn't for everyone. But for people who enjoy working with their hands and can't envision themselves behind a desk all day, apprenticeship offers several advantages.

The earn-while-you-learn model offers a paycheck from Day 1, and apprentices are on track to a family-sustaining, middle class career in an



Ironworkers Local 512 Training Director Larry Gilbertson spoke at a panel discussion, sponsored by the Minnesota Department of Labor and Industry, about how to raise awareness among high school graduates of career opportunities made possible through apprenticeship. "All we have to do is get the word out there," Gilbertson said.

Union Advocate photos



Minnesota Labor Commissioner Nancy Leppink praised the work of apprenticeship programs to market their opportunities to high schoolers.

industry that, while cyclical, can't be outsourced to another country.

And there's no student debt, although many of the Building Trades' apprenticeship programs offer opportunities to earn credits toward an

associate's or bachelor's degree.

"Our apprenticeship programs sell themselves," Ironworkers Local 512 Training Director Larry Gilbertson said. "All we have to do is get the word out there."



Building a community, and creating careers.

Saint Paul Building & Construction Trades Council

Labor department plans 'speed networking' for apprenticeship programs, community organizations

Apprenticeship Minnesota, sponsored by the state's Department of Labor and Industry and Department of Human Services, will hold a "speed networking" event June 12 for representatives of apprenticeship programs and community organizations.

The goal of the event is to spark new connections – and potential working partnerships – that will raise awareness of apprenticeship opportunities in communities statewide.

The event will run from 1 to 2:30 p.m. at the St. Paul Electrical Industry building (Local 110 of the International Brotherhood of Electrical Workers), located at 1330 Conway St. Participants are encouraged to bring a stack of business cards to share and a 60-second description about their organizations.

For registration or other information, contact Kelly Henriksen at kelly.henriksen@state.mn.us or 651-284-5837.



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Labor Bowl nets funds for union members facing hardships

The St. Paul Regional Labor Federation's 9th Annual Labor Bowl raised record funds for the RLF's nonprofit organization, the St. Paul Labor Studies and Resource Center.

The Saint Paul LSRC is a charitable nonprofit organization that assists and advocates for union members in the east-metro area. Its staff members, part of the AFL-CIO Community Services program, connect union members with much needed community resources and direct assistance, and they help local unions provide their members with important services, such as strike and lay-off preparation trainings.

"Participants in Labor Bowl give back to our community and support an organization that supports the work of organized labor," St. Paul RLF President Bobby Kasper said. "We continue to be thankful for their support of this event."

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Find team photos at stpaulunions.org

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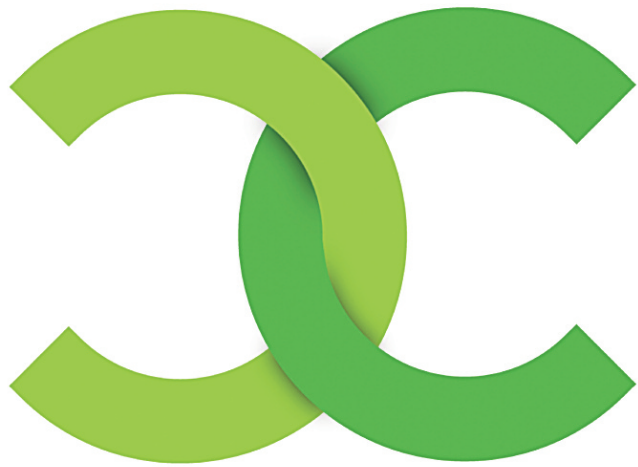


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After successful launch, New Brookwood Labor College plans summer seminars

In April, New Brookwood Labor College launched its first cohort at St. Paul's East Side Freedom Library. Cohort students include staff and rank-and-file members from AFSCME, IBEW, the Minneapolis Regional Labor Federation, the St. Paul Federation of Educators, SEIU Healthcare Minnesota and SEIU Local 284.

New Brookwood's mission is to educate students into – not out of – the working class, and to use education as a tool to build a strong and inclusive labor movement.

One thing that is unique about New Brookwood is its teaching model, New Brookwood Director Robyn Gulley said. "The model pairs educators with organizers, so the students benefit from rigorous academic practice combined with deep understanding of the work," she explained.

This model, pioneered at New Brookwood, also supports the college's efforts to build relationships across unions, organizations, and industries.

This spring, students in the first cohort are taking People's Leadership with Gulley and Minnesota Nurses Association Organizing Director Karlton Scott, and are taking Working Class History with East Side Freedom Library Co-Director Peter Rachleff and Minneapolis Regional Labor Federation's David Gilbert Pederson.

In addition to People's Leadership and Working Class History, New Brookwood's core curriculum includes two other classes that will be offered in fall 2019: Economics as if Workers Mattered, and Organizing and Campaign Strategies Field Class.

With its expanded course offerings, New Brookwood will also welcome new instructors, including former Minnesota legislator and MNA Executive Director Erin Murphy, SEIU Healthcare Minnesota President Jamie Gulley, SEIU Healthcare Minnesota Executive Vice President Phillip Cryan, and UFCW 653 Organizing Director Rena Wong.

Another unique aspect of New Brookwood is the frequency of guests

The Basics

- **What:** New Brookwood will offer two summer sessions open to everyone: Intro to the Labor Movement and Theories of the Labor Movement.
- **When:** July 18-21
- **Where:** East Side Freedom Library, 1105 Greenbrier St.
- **Tuition:** \$500 per session
- **Online:** www.newbrookwood.org

who are active in the global labor movement. Robyn Gulley credits the East Side Freedom Library with connecting New Brookwood to many of the guests.

"The East Side Freedom Library hosts countless global labor and economic justice leaders," she said. "We are fortunate; being housed in the Library allows us to connect our students with so many incredible people."

This spring, New Brookwood students have welcomed international guests, including Honduran human rights advocate Rosa Nelly Santos Navarro and Filipino labor leaders Ed Cubelo and Mang Palatino.

Students have also had conversations with local labor leaders: SEIU Healthcare and Asian-Pacific Islander Caucus leader Jigme Ugen, CTUL Co-Director Veronica Mendez-Moore, Labor Education Service educator Amy Livingston, Communications Workers leader Alanna Galloway and St. Paul Regional Labor Federation President Bobby Kasper.

In addition to core classes, this summer New Brookwood will offer two four-day summer seminars that are open to all: Intro to the Global Labor Movement, taught by guest professor Dr. Helena Worthen from July 18-21, and Theories of the Labor Movement, taught by New Brookwood co-founder and MAPE Business Agent Dave Kamper.

Dr. Worthen's class will lead students through a survey of the global



David Gilbert Pederson, an instructor in New Brookwood's Working Class History course, participated in a discussion with cohort members Lynne Bolton (R) and Kae Jae Johnson.

submitted photos



Erin Murphy (second from right), a former legislator and union leader, dropped in on a New Brookwood session earlier this year. Murphy will serve as an instructor when New Brookwood's fall core classes begin in September.

labor movement and examine fundamental questions about industrial relations systems. In Theories of the Labor Movement, students will examine the theories that drive labor and the working class.

Classes and seminars are held at the East Side Freedom Library, 1105 Greenbrier St., St. Paul.

Fall core classes will begin the week of Sept. 9 and are open to New Brookwood cohort students. Those who are interested can apply today at

newbrookwood.org/apply.

Summer Seminars are open to all and registration is available at newbrookwood.org/classes.

Tuition for each class and seminar is \$500. New Brookwood is committed to affordability and accessibility, and scholarships are available upon request. For further information visit newbrookwood.org or email newbrookwood@gmail.com.

– Submitted for publication by Jean-Marie Baudhuin and Robyn Gulley.



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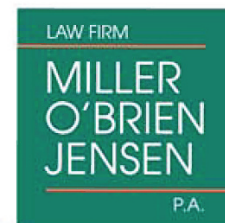
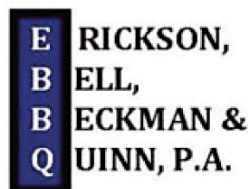
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266 Hardman Ave N., South St. Paul, MN 55075

Sign up links available at www.AndersonRaces.com, <https://register.chronotrack.com/r/48176> and www.Facebook.com/LaborAgainstCancer. Proceeds raised from individual participants in the race will go toward LLS.



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 – June & July 2019

- Burnsville: Diamondhead Ctr. 6-26 & 7-31, 3 to 5 p.m.
- Cottage Grove: All Saints 6-6 & 7-11, 4 to 6 p.m.
- Eagan: Easter Lutheran Church by the Lake 6-11 & 7-16, 3:30 p.m.
- Forest Lake: VFW 6-26 & 7-31, 4 to 6 p.m.
- Maplewood: Redeeming Love 6-10 & 7-15, 3:30 p.m.
- North Branch: Trinity Luth. 6-12 & 7-17, 2 to 4 p.m.
- Northfield: St. Dominic 6-13 & 7-18, 3:30 p.m.
- Oakdale: Grace of God Luth. 6-24 & 7-29, 3:30 p.m.
- Roseville: Real Life Church 6-18 & 7-23, 3 to 5 p.m.
- St. Paul: Hallie Q. Brown Ctr. 6-20 & 7-18, 4 to 6 p.m.
- St. Paul: Hazel Park UCC 6-5 & 7-10, 4 to 6 p.m.
- St. Paul: West 7th Community Ctr. 6-7 & 7-12, 10 a.m.-noon
- South St. Paul: Central Square 6-25 & 7-30, 4 to 6 p.m.
- Stillwater: Community Thread 6-18 & 7-23, 4 to 6 p.m.
- White Bear Lake: Community of Grace Lutheran 6-14 & 7-19, 2 to 4 p.m.

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



Volunteers from local plumbers unions paused for a group photo before fanning out across the Twin Cities to make no-cost repairs for elderly, disabled and low-income homeowners. submitted photo

Union plumbers' annual 'Water's Off' service day provides no-cost repairs to homeowners in need

On their day off March 30, union plumbers fanned out across the state to provide free plumbing repairs and inspections to senior, low-income and disabled homeowners.

The annual "Water's Off" community-service program helps homeowners in need and raises awareness of the importance of water conservation through proper plumbing maintenance and repair.

"Giving back to our communities is one of our core union principles, so once we identified the problem, we knew we needed to help," said David Ybarra, President of the Minnesota Pipe Trades Association, which represents more than 9,000 plumbers, pipefitters, and other skilled union tradespeople.

This year, in partnership with local Community Action Partnership agencies, 70 homeowners, from the Twin Cities to Rochester, were treated to no-cost assistance from a local union volunteer.

Since the Water's Off community-service program started in 1994, union plumber volunteers have donated more than 12,500 hours of skilled labor, with a value of \$2 million.

"These volunteers aren't just fixing a leaky toilet," said Marcia Paulson, the program coordinator for Ramsey and Washington County's Community Action Partnership. "They're saving money for homeowners and showing that someone's looking out for them."

Water's Off is made possible by three local unions – St. Paul Plumbers Local 34, Minneapolis Plumbers Local 15 and Rochester Plumbers and Pipefitters Local 6 – and their employers in the Minnesota Mechanical Contractors Association and the Metro Plumbing Heating and Cooling Contractors, as well as three Community Action Partnership agencies (Hennepin County, Ramsey and Washington Counties and Three Rivers).

St. Paul RLF recognizes MAPE, AFSCME staff for leadership

The St. Paul Regional Labor Federation, AFL-CIO, last month recognized three local union professionals for their contributions to organized labor's success in the 2018 elections. Union volunteers helped elect a labor-endorsed governor, Tim Walz, and a pro-labor majority in the Minnesota House last November.



Jon Grebner

The St. Paul RLF oversaw Labor 2018 campaign efforts in the East Metro, where union volunteers knocked on over 60,000 union doors and called 32,000 union homes.

"Our organization led the state in volunteer recruitment," St. Paul RLF President Bobby Kasper said. "That doesn't hap-

pen without support and collaboration from our affiliates and partners. These awards recognize the people whose hard work made our success possible."

Kasper presented Lina Jamoul, executive director of the Minnesota Association of Professional Employees (MAPE), with the Labor Leader Award. Richard Kolodziejski, MAPE's communications director, received the Political Activist Award. "MAPE members turned out in force for our door-knocks," Kasper said. "Lina and Richard have helped build a culture of activism in their union, and it showed last year."

Kasper also presented Jon Grebner of AFSCME Council 5 with the Political Activist Award. Grebner, who oversees the council's political program, "provided indispensable counsel and support to the Labor 2018 campaign," Kasper said. It's the second time Grebner has received the award, a distinction no one else can claim.



MAPE Executive Director Lina Jamoul accepted the Labor Leader Award from St. Paul RLF Political Director Kera Peterson and President Bobby Kasper.



MAPE Communications Director Richard Kolodziejski received the Political Activist Award. submitted photos



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Minutes of the Saint Paul Regional Labor Federation

MAY 8, 2019

The Saint 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 B, Beedle G, Beissel, DeRoy, Engeldorf, Faber, Gibbons, Gorman, Guertin, Haugen, Kasper, Madden, Markham-Kocurek, McNamara, Meyer, Mullin, Ryan, Schmidt, Seath, St. Aoro and Weed. Excused were: Dreyer, Luneburg, Maki-Green, Sansom, and Varco. Absent were: Hoppe, McCarthy, Monsour, Slattey and VanDassor.

GUESTS

• Doug Williams, Minnesota Fair Trade Coalition, spoke to the board and delegates about America's working families suffering the consequences of bad trade deals negotiated behind closed doors. Call today and tell your representative No Vote until NAFTA is fixed. Currently over one million U.S. jobs have been lost and over two million Mexican farmers have lost their jobs. The solution isn't less trade, but better rules – rules that put America's working families first. The treaty released fails to include critical safe guards and strong monitoring. There is no mechanism for enforcement.

CREDENTIALS

• Credentials were received from IBEW Local 23 and NALC Branch 9. President Kasper administered the Oath of Obligation to those new delegates and alternates present.

MINUTES

• **M/S/C TO APPROVE MINUTES OF APRIL 10, 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 MAY 8, 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 B, Beedle G, Beissel, DeRoy, Edwards, Engeldorf, Faber, Gibbons, Gorman, Guertin, Haugen, Hoerth, Kasper, Krey, Madden, Markham-Kocurek, McNamara, Meyer, Mullin, Ryan, Schmidt, Seath, St. Aoro, Weed and Wise. Excused were: Dreyer, Luneburg, Maki-Green, Mayer, Sansom, and Varco. Absent were: Hoppe, Lohmann, McCarthy, Monsour, Qualy, Slattey and VanDassor.

Items to come before this committee included:

• The Ramsey County Labor Assembly requested consideration of granting Labor Endorsement to the following Saint Paul City Council candidates:

- Rebecca Noecker, Ward 2
- Chris Tolbert, Ward 3
- Mitra Jalai Nelson, Ward 4
- Amy Brendmoen, Ward 5
- Kera Peterson, Political

Director, updated the committee that the Ramsey County Labor Assembly will be screening for Wards 1 and 7 at their next meeting, and Ward 6

will be screened in the near future. We will also be doing a mailing urging voters to Vote Yes for the ISD #622 Bond Referendum. Strong Schools = Strong Communities.

• The RLF will be hosting a phone bank Thursday, May 9, 2019, for the North Saint Paul-Maplewood-Oakdale School Referendum, and volunteers are needed. We will also have a Ramsey and Washington County Meet and Greet on Wednesday, June 12, 2019, from 6:45 to 8:00 p.m. here at the Labor Center, sponsored by Ramsey and Washington County's labor assemblies.

• President Kasper reviewed with the committee the AFL-CIO report on Phone and Door Shifts. SPRLF did 1,844 volunteer, release staff and paid canvass shifts. We reached over 100% of the Minnesota AFL-CIO goal. Kasper asked members to assist with the phone bank tomorrow night and the RLF will take donations to assist in the mailings being sent.

• **M/S/C TO RECOMMEND LABOR ENDORSEMENT OF THE SAINT PAUL CITY COUNCIL CANDIDATES: REBECCA NOECKER, WARD 2; CHRIS TOLBERT, WARD 3; MITRA JALAI NELSON, WARD 4; AND AMY BRENDMOEN, WARD 5.**

• **M/S/C FOR THE RLF TO MAKE A \$1,000 CONTRIBUTION TO THE STONEWALL STRONG: 50 YEARS RISING UP. A FUNDRAISER FOR STONEWALL DFL – THE LGBTQ CAUCUS OF THE MINNESOTA DFL PARTY BEING HELD ON FRIDAY, JUNE 28, 2019, AT THE MINNESOTA HISTORY CENTER FROM 7 to 10 P.M.**

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

EXECUTIVE BOARD MINUTES MAY 8, 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**
– President Kasper shared information on the NABTU and AFL-CIO Midwest District Meeting conference he attended. There was organizing training and multiple courses.

– Kasper also attended the Community Listening Session for the Schools St. Paul Children Deserve on May 6 at the Hallie Q. Brown Community Center sponsored by the Saint Paul Federation of Educators.

– He thanked all the volunteers, staff, unions and sponsors for the success of the Ninth Annual Labor Bowl. This event raises money for the St. Paul Labor Studies and Resource Center and creates solidarity among unions.

– The Saint Paul Regional Labor Federation encourages your participation in the upcoming NALC Annual Food Drive on Saturday, May 11, 2019.

• **ORGANIZING/UPDATES/CAMPAIGNS:**

– There will be a Fund our Schools March and Rally on Saturday, May 18, 2019, from 11 a.m. to 2 p.m. Everyone should meet at Saint Paul Federation of

Educators, located at 23 Empire Drive, at 11 a.m. for a light lunch. We will march to the State Capital starting at 11:30 a.m. and are hoping to rally with educators from across the state for funding for our schools.

– Minnesota Nurses Association is requesting union allies to support MNA metro hospitals currently in negotiation. They plan to hold informational pickets relating to their contract negotiations with 13 metro area hospitals.

– SEIU Minnesota Health Care still do not have their first contract with Stillwater Medical Clinic. A number of units are negotiating – there is a potential for a strike.

– CWA is now in its 13 month without a contract. There will be an informational picket in downtown Minneapolis from 12:30 to 1:30 p.m. at AT&T Tower.

– Save the Date: United Way Day of Action will be held August 8, 2019, at the Xcel Energy Center. Team up with United Way and the Minnesota Wild, the hosts of this year's annual volunteer event, where we will pack 40,000 backpacks to help local students start the school year ready to learn.

• **REQUESTS**
– **M/S/C FOR THE RLF TO SIGN IN SUPPORT OF PICKETING AT THE MNA SITES.**

– **M/S/C FOR THE RLF TO MAKE A \$1,000 CONTRIBUTION TO THE ORGANIZED WORKERS' FIGHT IN THE PHILIPPINES.**

– **M/S/C FOR THE RLF TO MAKE A \$500 DONATION TO THE SAINT PAUL BUILDING AND CONSTRUCTION TRADES COUNCIL GOLF TOURNAMENT ON WEDNESDAY, JUNE 12, 2019.**

– **M/S/C FOR THE RLF TO MAKE A \$400 CONTRIBUTION TO THE HEAT AND FROST INSULATORS, LOCAL 34'S AL O'NEILL MEMORIAL GOLF TOURNAMENT ON JUNE 19, 2019, AT KELLER GOLF COURSE.**

– **M/S/C FOR THE RLF TO MAKE A \$350 CONTRIBUTION TO MINNESOTA LECET 12TH ANNUAL SAFETY DRIVEN GOLF CLASSIC ON TUESDAY, JULY 9, 2019.**

– **M/S/C FOR THE RLF TO MAKE A \$250 CONTRIBUTION TO THE JOHN MASSETTI MEMORIAL CHARITY GOLF TOURNAMENT ON AUGUST 5, 2019.**

• Thank-you notes received from East Side Freedom Library for the RLF's final installment contribution of \$3,000, and from Saint Paul and Ramsey County Domestic Abuse Intervention Project for the RLF's \$250 contribution.

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

REPORT OF THE TREASURER

Secretary-Treasurer Engeldorf reported on the financial status of the Federation as of April 2019. The report was accepted as read.

PRESIDENT'S REPORT

President Kasper thanked all the volunteers, staff, unions and sponsors for participating in the St. Paul Labor Studies and Resource Center's Ninth Annual Labor Bowl. He also shared information on the NABTU Convention and the AFL-CIO

Dakota County steps up for Labor Bowl



The Dakota County Labor Assembly voted to donate \$1,000 to the St. Paul Regional Labor Federation's annual Labor Bowl fundraiser, which benefits the nonprofit St. Paul Labor Studies and Resource Center. Pictured are union members who attended the assembly's May 9 meeting. The assembly meets the second Thursday of each month at the offices of the Dakota County United Educators. Meetings are open to members of all RLF-affiliated unions.

Midwest AFL-CIO Conference he attended. Kasper encouraged members to volunteer at the phone bank tomorrow night for the North Saint Paul-Maplewood-Oakdale School Referendum. The IUE-CWA 1140 will be increasing their affiliation with the St. Paul Regional Labor Federation.

STAFF/LABOR LIAISON REPORTS

• Kera Peterson, Political Director, shared information about the phone bank being held on May 9, 2019 in support of the North Saint Paul-Maplewood-Oakdale School Referendum. On May 20 the Ramsey County Labor Assembly will be screening St. Paul City Council candidates in Wards 1 and 7. Current legislature is not moving. Please call your elected officials regarding your union's priorities.

• Lynne Larkin-Wright, AFL-CIO Community Services Liaison, announced United Way's Day of Action will be held on August 8, 2019, at the Xcel Energy Center. This is a family friendly event and we are asking union volunteers to participate in assembling backpacks for students. Please come in your union shirts.

REPORTS OF COMMITTEES

• Connie Beissel reported on behalf of the Dakota County Labor Assembly. We had a good turnout for our Workers Memorial Day Service. We meet on the Second Thursday of the month.

• Theresa St. Aoro reported on behalf of the Ramsey County Labor Assembly. We met on April 22 and screened St. Paul City Council candidates to consider recommendation for endorsement. Our next meeting has been scheduled for May 20 instead of the fourth Monday of the month. We will be screening candidates for St. Paul City Council from Wards 1 and 7. The meeting is at 6 p.m. at the St. Paul Labor Center.

NEW BUSINESS

• President Kasper called for a floor vote on the COPE Committee recommendations to grant labor endorsement.

M/S/C TO GRANT LABOR

Endorsement notice

The St. Paul Regional Labor Federation may consider endorsements for St. Paul City Council at the June 12 RLF meeting. For more information, call 651-222-3787.

ENDORSEMENT TO REBECCA NOECKER, SAINT PAUL CITY COUNCIL, WARD 2, CHRIS TOLBERT, SAINT PAUL CITY COUNCIL, WARD 3, MITRA JALAI NELSON, SAINT PAUL CITY COUNCIL, WARD 4 AND AMY BRENDMOEN, SAINT PAUL CITY COUNCIL, WARD 5.

• Don't forget the Annual Letter Carrier's Food Drive being held on Saturday, May 11. Letter Carriers collect the food and Cub Foods donate time. Please wear your union shirts.

• There will be a Fund our Schools March and Rally on Saturday, May 18, 2019 from 11 a.m. to 2 p.m. at Saint Paul Federation of Educators, located at 23 Empire Drive at 11 a.m. We will march to the State Capital.

• The UFCW Worker's Center will be hosting Immigration Referral Training on Tuesday, May 14 from 10 to 11:30 a.m. at the UFCW Local 1189 hall. This workshop provides service providers who are on the frontlines working alongside immigrant and refugee communities in Minnesota with up-to-date information and helpful tips to better service and inform persons who need immigration help.

• Minnesota Nurses Association will be hosting informational picketing relating to their contract negotiations with 13 metro area hospitals.

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

Submitted by,
BERNADINE ENGELDORF
Secretary-Treasurer

Commentary: Don't be fooled by new name, U.S.-Mexico-Canada trade pact is more of the same

(CONTINUED FROM PAGE 1)

a skewed tribunal system that operates outside of the U.S. judicial system.

That's all a pretty good deal if you're a CEO or a major shareholder, but not so much if you work for a living.

Decisions made as a result of NAFTA have cost people their jobs, contaminated their drinking-water sources and devastated their communities.

Now, the NAFTA agreement has been renegotiated and the treaty text released. CEOs love it, but the rest of us? Not so much.

NAFTA 2.0 is kind of like a TV commercial touting the new-and-improved version of your favorite soap. It's got new packaging, but not necessarily new content. In this case, what's new is the name: the United States-Mexico-Canada Agreement or USMCA.

The Trump administration's current text of the renegotiated agreement fails to include critical changes, including strong monitoring and enforcement mechanisms necessary to ensure that standards improved on paper translate into actual change on the ground. Without swift and certain enforcement that ensures that labor and environmental rights are meaningfully protected in an ongoing manner, jobs will continue to be outsourced, wages suppressed, toxins dumped, human rights denied, and public health undermined.

The new agreement's current text rolls back environmental standards included in past trade deals, fails to even mention climate change and ignores NAFTA's legacy of helping corporations outsource

jobs to evade environmental rules. One loophole would enable some of the world's worst corporate polluters to continue to attack environmental and public health policies, as well as the U.S. national park system.

The pharmaceutical provisions alone will directly impact and hurt our families financially. The current proposal would grant pharmaceutical companies new monopoly rights, locking into place bad U.S. policies that keep prescription drug prices high. What's more, the new NAFTA would impose our rigged system on Mexico and Canada. Provisions include an additional 10-year monopoly period for biologic medicines that would deny affordable access to lifesaving treatments. It also includes new terms that block access to generic drugs.

The treaty proposal would block Congress' from fixing the 2003 law prohibiting federal agencies like Medicare from negotiating the prices of medicines with the pharmaceutical corporations – corrective action that would save taxpayer dollars. As the new NAFTA is drafted, such a change would be a treaty violation, subject to the special "trade-tribunal" system. That means Congress couldn't change the current bizarre system, in which Big Pharma dictates without accountability the cost of medication. If passed, NAFTA 2.0 would keep the cost of health care artificially high in order to increase compensation for pharmaceutical CEOs, who are already some of highest paid in country.

NAFTA 2.0 does nothing to help family farmers or to address the bankruptcy crisis they face. It does enhance profitability for Big Ag exporters.

NO VOTE UNTIL NAFTA IS FIXED

Call your representative:

855-856-7545

AFL-CIO

Trade policy should lead to a just, inclusive and sustainable economy, one that works for all, regardless of race, gender or national origin, and one that lifts up the most vulnerable. By those measures, the Trump administration's "new NAFTA" is a failure. Call the AFL-CIO's trade hotline to be connected with your representatives, and urge them not to put NAFTA 2.0 on the fast track.

Country of Origin meat-labeling is not restored. New labeling rules would allow companies to hide ingredients in processed foods.

Of course, this disastrous new trade deal isn't going to stop itself. If Minnesota's representatives in the U.S. House don't hear from us, they are going to roll on us. Some already have.

Don't let that happen in your district! Call your representative at 1-855-856-7545. Talk with family, friends and co-workers. Ask them to make a call too. The message is simple: "No vote until NAFTA is fixed." We're not asking lawmakers to stop the treaty, but we need them to insist that administration renegotiate its flawed provisions that would hurt Minnesota's families and communities. We're saying fix it.

We win if we fight for our families. You will make a difference!

BOAT LOANS

Anglers and danglers. It's time to take the plunge.

We'll help you get the boat you want and not get in over your head.

Sure, it's a big commitment. But BTCU makes it easy to put your toe in the water on a new boat loan. With low rates, flexible terms and financing up to 100%, we'll help you get the boat you want without going overboard.



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