

The St. Paul Union Advocate

129th Year, No. 10, Issue 5497

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

May 2026



Letter Carriers food drive May 9

Help “Stamp Out Hunger” by participating in the nation’s largest one-day food drive Saturday, May 9.

It’s as easy as leaving a bag of non-perishable food items near your mailbox. Your letter carrier will deliver all donations to a local food shelf.

The National Association of Letter Carriers, which represents USPS city carriers, launched the food drive in 1993, with total donations nearing 2 billion pounds.



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

Making a pitch for infrastructure jobs



Members of Minnesota’s Building Trades unions joined Gov. Tim Walz at the Robbinsdale Centralized Water Treatment Plant in March, as he launched a statewide tour to drum up support for a proposed package of jobs-creating infrastructure investments. Also known as the “bonding bill,” the infrastructure package is traditionally a priority for lawmakers in even-numbered years. But despite a backlog of requests from state agencies, local governments and public colleges totaling \$6.5 billion, the Legislature was slow to move on bonding as the 2026 session approached its third and final month. Walz’s proposal calls for the state to invest \$907 million in public safety, clean-water, transportation and housing projects. Unions are urging supporters to send a letter to their lawmakers demanding they get to work on a jobs bill. Find a link to take action at mnaflcio.org.

Union Advocate photo

‘Bombshell’ research on nursing homes draws concern from lawmakers

By Michael Moore
Union Advocate editor

Authors of two recently published reports on union busting in Minnesota nursing homes presented their findings to the Senate Labor Committee last month, raising concerns among some lawmakers that public funds are being used to stifle worker voice.

Committee Chair Jen McEwan (D-Duluth) called the new research “kind of a bombshell.” Sen. Sandy Pappas (D-St. Paul) said she was “pretty shocked.”

But the findings came as no surprise to about two dozen nursing home workers in the hearing-room gallery, many of whom had been on the business end of management’s union-avoidance playbook.

Addressing the committee, Cassandra Thomas, a certified nursing assistant at Chapel View Home in Hopkins, described the changes she and her co-workers saw after they petitioned for a

(CONTINUED ON PAGE 5)

Allina clinicians avoid strike, settle historic contract

After threatening an open-ended strike in March, the union of over 600 doctors, physicians’ assistants and nurse practitioners at Allina Health clinics and urgent cares celebrated its first contract last month.

Members of Doctors Council-SEIU ratified the three-year contract with support from over 90% of voters. The two sides announced a tentative agreement April 2, more than two years after contract negotiations began.

Union members had ramped up the pressure on Allina to settle, voting to authorize their bargaining team to call an open-ended strike.

Union leaders warned Allina that talks scheduled in late March would be pivotal in their decision to call for a walkout.

Dr. Matt Hoffman, a member of the bargaining team, said the pressure paid off, as the new union secured safer working conditions, greater autonomy, fair pay and protections around access to parental, family and medical leave.

“It was a long process, but we showed unity and dedication in our push to win improvements for ourselves and our patients,” Hoffman, a family doctor at Allina’s Vadnais Heights Clinic, said.

Primary-care providers at

Allina voted to form the nation’s largest union of private-sector clinicians in October 2023, and they brought concerns over burnout, support staffing and control over their schedules into bargaining.

Union members’ frustrations with slow-moving negotiations – which saw Allina flatly refused to engage in bargaining some of the providers’ demands – prompted a one-day strike last November. Participation from the rank and file exceeded union leaders’ expectations, and the union called it the largest strike of its kind ever in the U.S.

Hoffman called the new contract, which took effect

immediately upon ratification, a “historic step forward.” But he and other providers acknowledged challenges ahead.

“It has been a long fight over the last two years as we’ve worked to improve the care we provide to our patients,” Bloomington nurse practitioner Britta Kasmarik said. “This is just the beginning of providers taking back our industry from health care executives.”



Go Figure

3.2% Share of global GDP held in offshore tax havens in 2024

80% Share of untaxed offshore wealth held by the richest 0.1%

\$3.55 trillion Total untaxed wealth stashed offshore in 2024, an amount that exceeds France's GDP

\$2.84 trillion Amount held by the richest 0.1%, exceeding the total wealth of the poorest half of humanity
Source: Oxfam International



Labor Voices: Kera Peterson

It's better in a union!

Trade unionists know that our lives are better because we work union. Non-union workers know it too. Sixty million Americans say they would join a union if they could, according to a 2022 study by researchers at MIT. Why? Because the best check on a bad boss is a strong union contract. In other words, workers across our economy can envision the concrete ways that union membership could improve their jobs – and their lives.

People often assume that workers join unions because they want to improve their pay and benefits. It's true that workers who enjoy the benefits of collective bargaining earn, on average, 11.2% more than people in comparable jobs without union contracts. Workers covered by union contracts are more likely to access health care benefits and participate in a retirement plan, too. But as we know, pay isn't always the top priority when workers make the decision to come together in union.

In unstable times like those we face today, our unions are a source of stability and confidence for workers and our families. Workers organize unions because they want more dignity and respect at work. They want to improve working conditions like safety, staffing and training. They want a more sustainable work-life balance, with predictable scheduling, paid holidays and time off. Collective bargaining has a track record of delivering on these issues.

But unions don't just deliver results for workers in their bargaining units. Workers in strong union states, like Minnesota, enjoy higher wages, lower rates of workplace injuries and fatalities, lower overall rates of poverty, higher rates of health care coverage and better school funding. These are compelling reasons to be excited about unions! Yes, it's better in a union, and it's also better in a union-strong state like ours.

Billionaires and union-busters would disagree, of course. They see rising income inequality and staggering pay disparities between CEOs and their workers as features – not bugs – of our economy. They know that collective bargaining is a proven tool for workers looking to get an honest share of the profits they help create, and that unions are a powerful voice advocating for fair tax policies and the investments – in health care, in child care and in public education – that work-

“When workers come together in union, they have a bigger voice in our economy and our political systems.”

– Kera Peterson



ing families need to get ahead.

We've seen what the billionaire-first agenda means for working people over the first 15 months of President Trump's second term: foreign wars, ICE agents bringing violence to our communities and tax cuts for the wealthy, paid for with steep cuts to Medicaid and subsidies that help working families afford health insurance. The Trump administration has attacked federal workers, slashing their jobs and attempting to strip them of their bargaining rights.

But workers aren't backing down, they're organizing – both locally and nationally. The number of American workers represented by unions grew to 16.5 million in 2025, its highest point in 16 years. The largest union of federal workers, the American Federation of Government Employees, has seen a surge of new members signing up since January 2025. In Minnesota, the number of workers represented by unions increased from 394,000 to 431,000 last year.

That's good news because unions are a powerful force for good in our democracy. When workers come together in union, they have a bigger collective voice in our economy and our political systems. That matters for working families. Unions encourage political participation, and union members work to elevate policies that benefit the working class. At every level of government, unions advocate for pro-worker legislation, strive to check the enormous power that corporations wield, and fight for a democracy and economy that works for all of us.

It's better in a union, and unions make America better, too.

– Kera Peterson is president of the Saint Paul Regional Labor Federation, AFL-CIO. Learn more about the federation and its work at stpaulunions.org.

Letters

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- Email them to: mmoore@stpaulunions.org

The Union Advocate

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MSP unions join coalition demanding accountability from Delta over involvement in Metro Surge

By Michael Moore
Union Advocate editor

Unions representing workers at Minneapolis-St. Paul International Airport joined clergy and immigrant-rights activists in delivering a letter to Delta Air Lines last month, demanding a meeting with executives to address concerns about the carrier's role in supporting Operation Metro Surge.

The federal occupation upended Minnesota's economy, forced schools and businesses to close, and set off a wave of violence in Twin Cities neighborhoods that saw two constitutional observers shot dead by federal agents and over 3,000 neighbors ripped from their homes.

Delta, like many corporations with a strong presence in Minnesota, refrained from commenting publicly on the impact of Metro Surge - even after the release of video showing federal agents escorting 5-year-old Liam Ramos and his father onto a Delta flight.

In a press conference before delivering their letter to Delta, labor leaders and other activists said the video suggests that Delta not only participated in Operation Metro Surge, but profited from it.

Nick Benson, an aviation watchdog with the advocacy group Minnesota 50501, said Minnesotans deserve to know how else Delta made money off of the deeply unpopular ICE surge.

It may be past practice for airlines to fly federal immigration agents and detainees in their custody, he said, but Metro Surge "was not standard



Unions with a strong presence at MSP International Airport, like UNITE HERE Local 17 and SEIU Local 26, have been active in a coalition of groups fighting to stop deportation flights out of the facility. file photo

immigration enforcement, it was a humanitarian crisis."

"We need answers," Benson said. "How many children were ripped away from our community and into ICE detention centers on Delta flights?"

MSP union members, including hospitality workers with UNITE HERE Local 17 and support staff with Service Employees (SEIU) Local 26, added their voices to the Delta letter.

Local 26 Greg Nammacher pledged to keep the pressure on Delta do right by

Minnesota, home of the airline's second-largest hub of operations.

"We saw 30 of our members abducted (during Metro Surge), and drivers organizing with our union harassed and taken," Nammacher said. "Where was Delta during all of this? They were flying Liam and his dad to an ICE detention center."

Nammacher added: "We know Delta and the airline industry as a whole has tremendous power in this moment. The questions is, will they use it?"

March on May Day in Minneapolis

Several labor organizations, including the Minnesota AFL-CIO and the St. Paul Regional Labor Federation, have endorsed the 20th Annual International Workers Day March in Minneapolis this year.

Organized by the Minnesota Immigrant Rights Action Committee (MIRAC), the May 1 march will begin at 4:30 p.m. from the intersection of Lake Street and Chicago Avenue.

Union members are encouraged to show up with their local banners, signs and colors. Learn more about the event at miracmn.com.

Fun(d)raiser to benefit Retiree Council

The Minnesota AFL-CIO State Retiree Council will hold its 20th Annual Fun(d)raiser on May 16.

People of all ages are welcome to join the festivities, which include free food, music, drawings, raffles and a silent auction, with proceeds supporting the council's education and advocacy efforts in support of retirement security for all.

The Fun(d)raiser will run from 3 to 7 p.m. at the Sheet Metal Workers Local 10 hall, 1681 Cope Ave., Maplewood. Admission is free, but attendees are encouraged to bring cash!

LES Community Classes

Registration is open for upcoming Community Classes from the University of Minnesota's Labor Education Service (LES).

Offerings include a course on sanctuary unions in June and a course on the history of general strikes in July.

LES tailors its Community Classes to busy activists looking to sharpen their skills or study new topics. Full information on courses is available at z.umn.edu/LESCommunityClasses.

RLF retiree group to meet May 20

The St. Paul Regional Labor Federation Retirees will meet May 20 at noon at the Saint Paul Labor Center, 353 West 7th St.

Meetings are open to retired members of unions affiliated with the SPRLF. Retirees interested in learning more about the group are always welcome to attend.

The group regularly meets on the third Wednesday of each month. Meetings typically feature a guest speaker and a light lunch.

For more information on the retirees group, contact Tom Edwards at edwardsapwu2@aol.com.

SEIU members at five nursing homes poised to strike in April

Union members at five Twin Cities nursing homes, including The Estates at Roseville and Cerenity Senior Care at Humboldt in St. Paul, served notice of their intent to hold a three-day strike last month.

Members of SEIU Healthcare Minnesota and Iowa entered contract negotiations seeking wage and benefit gains that would shore up staffing at their facilities, but management had yet to meet their demands as this edition of The Advocate went to press.

Jared Mitiga, a registered nurse at The Estates of Saint Louis Park, said he hoped that the strike notice would deliver a mes-

sage to employers that they needed to get serious about bargaining fair contracts.

"All they have done at the table is deny and deny," Mitiga said. "They've only proposed a 2% raise, which simply doesn't keep up with the cost of living."

The union had planned its unfair-labor-practice strike April 20-22.

Other facilities impacted by the strike vote included The Estates homes in Fridley and Excelsior. The five bargaining units cover about 300 workers altogether.

Mitiga, who also serves as SEIU Healthcare Minnesota and Iowa's long-term care vice president, noted that while

employers in the industry pinch pennies at the bargaining table, many are also bankrolling two lawsuits seeking to disband the state's new Nursing Home Workforce Standards Board.

"It is frustrating that (employers) seem unwilling to support us while we care for residents," Mitiga added. "It felt like they slammed the door shut before we could even get started. It's especially frustrating that they claim they can't give wage increases when the industry is spending money on all this other stuff. We are ready to strike because nursing home workers and residents deserve better."

Deadline to apply for Washington County labor scholarship June 1

The Washington County Labor Assembly has renewed its \$500 scholarship this year for high-school graduates from union families in the area.

Application information is available for download at stpaulunions.org/scholarship. June 1 is the deadline to apply.

The Washington County Labor

Assembly Union Member Scholarship has four eligibility requirements. Applicants must:

- Be a union member, dependent or spouse of a union member whose local union is affiliated with the St. Paul Regional Labor Federation, AFL-CIO.
- Be a resident of Washington

County, or a minor or adult of a parent or legal guardian that is a resident of Washington County.

- Have a passing grade at completion of the academic term.
- Attend an accredited institution.

Winners will be selected by lottery by representatives of the Washington County assembly.

In unionization push, Alamo Drafthouse workers cut to the chase

By Michael Moore
Union Advocate editor

The length of time it takes to organize a union is typically measured in months, if not years.

For workers at the Alamo Drafthouse in Woodbury, who voted March 27 to join Communications Workers (CWA) Local 7250, the process took a mere six weeks.

It was as quick an organizing drive as anyone at CWA could remember and, according to workers, an indication of just how miserable a new digital ordering system has made the Alamo Drafthouse experience for both employees and moviegoers.

"It really eliminates the guest-to-server interaction - the community that comes with being part of the Alamo," support crew member Isabelle Hernandez, 22, said. "The team, the movies and even our regulars really make the Alamo as special as it is, and we don't want to lose that."

Alamo Drafthouse operates 40 cinemas across the U.S. that provide moviegoers with the big-screen experience in a bar-and-grill setting.

The corporation has been gradually introducing a new business model at its locations over the last year, replacing servers who take tableside food and drink orders with a mobile app.

That change came to the Woodbury

location, which employs about 60 people, on March 3.

For workers, it's meant reduced hours, with no guarantee of even one shift per week. And for former servers like Hernandez and Max Chitwood, who previously earned tips, it's meant a pay cut. Instead of taking hushed orders in the theater - and earning tips from customers - they now run food and drinks from the kitchen to the tables and clean theaters between screenings.

Chitwood's hourly wage increased from \$13 to \$22 per hour after the change, but she said it's not enough to cover the loss of her tips.

"For a lot of the former servers, it's cut our paychecks in half, at least," Hernandez said.

Guests have noticed the change too. Phone use, previously forbidden, is now encouraged by a QR code at each table.

"Alamo's big thing has always been no talking and no texting," Hernandez said. "They play that before every single movie. It's just not the Alamo that we used to know and love. There are so many times now that I've caught people on their phones who weren't ordering food."

Hernandez isn't alone. An IndieWire reviewer last month blasted the changes: "Once America's most promising movie theater chain, the Alamo Drafthouse has

become a QR-coded symbol of corporate ens***tification."

Fastest drive ever for CWA?

Aware that other Alamo Drafthouse locations, including one in the Denver area where workers went on strike last month, had organized unions with CWA, Woodbury workers reached out to Local 7250 in February, after getting "offer sheets" from management outlining their new terms of employment.

Within 24 hours of obtaining authorization cards from the local, half of eligible workers at the theater had signed one. Within nine days, they had petitioned the National Labor Relations Board for a union election, with support from a supermajority of 72%.

"They told us we set a CWA record for fastest total time between taking the first steps toward unionizing to filing," Chitwood, 24, said.

Bosses bungle response

Alamo Drafthouse tried to pump the brakes on workers' momentum in the month between filing their petition and voting.

The corporate office sent a representative to Minnesota to "watch us and talk to us about why the union wasn't a good idea," Hernandez said. And local managers began one-on-one communication with staff members to persuade them to vote against the union.

Both efforts, workers alleged, crossed the line between appropriate and inappropriate behavior. The corporate representative was recalled, and two workers quit over private messages from local managers that made them uncomfortable.

"It was nothing explicitly bad or outright aggressive, but just very passive-aggressive, and it made the work environment uncomfortable or unsafe for those workers who left," Hernandez said. "They were both really good team members, and we miss them."

Ultimately, workers voted 33-14 in favor of forming a union, with one challenged ballot.

When negotiations on a first contract begin, union members hope to address wages, staffing and, of course, the new business model. Hernandez said other bargaining units have pushed for a hybrid ordering system that offers guests a choice between the QR code and in-person service.

Chitwood said the goal is to improve the Alamo Drafthouse experience for everyone, adding that many moviegoers who have learned about the union drive have responded with "a resounding hell yes, good luck in bargaining."

"It's reflective of how united we are as a team and how much we care about our co-workers and even the company itself," Hernandez added.

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Researchers warn of correlation between public funding and union busting in state's nursing homes

(CONTINUED FROM PAGE 1)

union election last year, like town-hall meetings with free food and regular check-ins with an out-of-town consultant.

The message, Thomas said, was clear. "They kept talking about how much the union would cost us," she said. "But I wondered how much all this cost them, instead of giving us that raise."

Chapel View workers won their union election in December, joining SEIU Healthcare Minnesota and Iowa. They are working toward a first contract that delivers that raise – and addresses concerns over staffing, safety and client care that sparked their organizing drive.

But the anti-union campaign left a bitter taste in workers' mouths – especially after they learned the estimated price tag of Chapel View's union-avoidance campaign: as much as \$400,000, or \$2,800 per worker, according to Labor Lab researcher Teke Wiggin, who also addressed the Senate committee.

"It was so frustrating to hear how much they spent to try and stop us," Thomas told lawmakers. "This all happened while we were working short. They could have spent that money on staff to care for our residents.

"How is this OK?"

Wiggin presented findings from Labor Lab's new report, "The Price of Repression," which studied five union-busting campaigns at nursing homes in Minnesota from 2022 to 2025.

The report uses anti-union consultants' public disclosures, industry billing rates, campaign manuals and independent research to estimate the price tag of those union-busting campaigns, which ran from \$140,000 to over \$400,000.

Wiggin compared those costs to the amount employers could have spent on wage increases for impacted workers had they recognized the union voluntarily, an amount that ranges from 3.5% to 20%, or \$1,400 to \$7,300 per worker.



Workers and representatives of unions in Minnesota nursing homes attend a Senate Labor Committee hearing on two reports that expose rampant union-busting in the heavily subsidized industry. Union Advocate photo

"Our report underscores that when nursing homes really want to find money and resources, they do," Wiggin told lawmakers.

In a separate report on Minnesota nursing homes, Columbia University researchers surveyed 2,000 certified nursing assistants statewide and uncovered a "pattern of anti-union tactics" in the industry – especially in nursing homes that rely heavily on public funding.

Sociologist Adam Reich, one of six researchers who worked on the Columbia report, walked lawmakers through two case studies of union-busting in Minnesota nursing homes.

The report includes firsthand accounts from workers reacting to their bosses' anti-union campaign, including misinformation, so-called "captive audience meetings" and, most shockingly, appeals to nursing home residents and their families to encourage caregivers to vote "no."

At one nonprofit nursing home with a religious affiliation, an administrator leaned on Biblical proverbs to suggest that union organizers were wolves in sheep's clothing.

"One story that sticks in my mind is a worker whose manager told them that they were going to talk to the pastor of the church they both attended about how this worker was organizing," Reich said.

Asked by lawmakers what policy recommendations might come out of the

two reports, Reich suggested a precise analysis of how nursing homes are using public funds, and whether they are being used to thwart organizing efforts.

"That seems deeply problematic in a state that I know cares deeply about the integrity of public funding," he said.


DirecTV workers in Minnesota authorize strike

Members of the Communications Workers (CWA) who staff DirecTV call centers in five states, including Minnesota, voted last month to authorize a strike, after the bargaining unit of about 300 workers saw their contract expire Feb. 14 without reaching a new agreement.

CWA members entered this round of negotiations prioritizing higher wages, lower health care costs, and fair working conditions – including the ability to access their paid time off and take reasonable breaks between calls.

Members voted March 27 to reject a tentative agreement that failed to deliver on those priorities, setting the stage for a potential strike if continued talks between CWA and the company fail to reach a deal.

"The results of the strike authorization vote send a clear message to DirecTV that if the company values the work we provide, they will get serious about negotiating a contract that allows us to take more than a ten-second break in between calls and secures wages that reflect the real cost of living," a CWA representative said.




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Volunteers from Plumbers Local 34 and Local 15 gather for a photo with elected officials and labor leaders before making their Water's Off service calls.

Plumbers' Water's Off service day: \$2 million in community repairs – and counting



Plumbers Local 34 journeyman Jason Meyer cuts through pipe near the water heater in the basement of a home on St. Paul's East Side. Meyer's crew, which also included Bob Boozer and Tony Mitshulis, installed a dielectric union between sections of steel and copper pipe near the appliance, looking to prevent corrosion. All three members of Local 34 are longtime Water's Off volunteers and serve as instructors with the local's apprenticeship and pre-apprenticeship programs. "You get a little bit of joy from helping people and giving back to the community," Meyer said.

Union Advocate photos

Carrying on a tradition that began in 1994, union plumbers in the Twin Cities held their Water's Off service day March 28. Union members provided free plumbing repairs and inspections to senior, low-income and disabled homeowners across the metro area.

St. Paul Plumbers Local 34 and Minneapolis Local 15 team up with their contractors – members of the Minnesota Mechanical Contractors Association and the Metro Plumbing, Heating and Cooling Contractors – to sponsor Water's Off each spring.

Representatives from local Community Action Partnership nonprofits help organizers identify homeowners in need of plumbing repairs.

Union volunteers have given more than 15,000 hours of their labor to Water's Off since its founding, providing

over 4,000 households with service and repairs valued at over \$2 million.

Local 34 Business Manager Dean Gale said the union added to those totals in 2026.

"It was especially great to see such a strong mix of experienced journeymen alongside our newer apprentices – working together, learning from each other, and making a difference where it matters most," Gale said. "A special thank you as well to our MMCA and PHCC contractor partners for their support of this event, providing trucks, vans, tools and materials that make this effort possible."

The plumbers' service day begins with a volunteer breakfast. Several elected officials and union leaders, including U.S. Sen. Amy Klobuchar and AFL-CIO President Liz Shuler, attended the event to thank union members for their service to the community.

After private-equity takeover, Minneapolis mental-health workers look to unionize

Less than three years after their mental-health provider was acquired by a private-equity firm, frontline professionals at LynLake Centers for Wellbeing in Minneapolis are forming a union, looking to push back on changes that, workers say, have made their careers less sustainable.

LynLake mental-health professionals announced last month that they are forming a union with SEIU Healthcare Minnesota and Iowa, bringing together about 100 workers at one of the Twin Cities' largest mental-health organizations.

Workers petitioned the National Labor Relations Board for a union elec-

tion April 8, after management denied their request for voluntary recognition of their union despite majority support. An election had not been scheduled at press time.

Madilyn Morgan, a psychotherapist at LynLake for the last two years, said LynLake workers decided to form a union, in part, because of changes since a private-equity takeover that are "impacting our ability to do this job sustainably."

ARC Health acquired LynLake in October 2023. ARC is a behavioral-health arm of the Thurston Group, a health care-focused private equity firm.

LynLake workers said they have

seen their workloads increase since the acquisition, while wages and benefits continue to lag behind the training, specialized skill sets and commitment to care that they bring to their jobs.

"We want to create positive outcomes for LynLake's clients and staff," LynLake psychotherapist Kendra Bostick said.

"A recent private equity buyout has led to an increased caseload expectation and an overall lack of support," Bostick added. "With the backing of a union, we hope to protect ourselves and our clients from private equity eroding the integrity of mental health care."

Bostick and Morgan said that, in

addition to gaining better pay and benefits, workers hope to bargain a first contract that addresses concerns with their supervisor program and delivers greater autonomy in their workplace.

"Mental health therapists hold space, help clients process trauma and support our communities, and we feel privileged to play that role," Morgan said. "We are hopeful that unionizing at our workplace will afford us more support so that we can continue to do the important work our communities need."

"When we as therapists are taken care of, we can better take care of our patients."



Minutes of the Saint Paul Regional Labor Federation

APRIL 8, 2026

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 Peterson at 6 p.m. Board members in attendance were Beissel, Butts, Cook, Edwards, Gale, Gibbons, Guertin, Hill, Hoerth, Hunt, Madden, Markham-Kocurek, Michelson, Mullin, Peterson, Roth, Ryan, Sansom, Schmidt, Seath, Slattery, Tastad-Damer, and Varco. Excused were Beedle, Engeldorf, VanDassor and Vanderport. Absent: Luneburg, Olson, and Strom.

President Peterson read the Code of Conduct. The RLF will go over the Code of Conduct at the beginning of each meeting. The Code states: The AFL-CIO is committed to providing an environment free from discrimination and harassment. We ask all meeting participants to embrace our values of equity and equality and conduct themselves in this meeting consistent with those values. The RLF meetings that are held the Second Wednesday of the month will have a designee as the first point of contact for anyone who thinks they have experienced discriminatory, harassing or otherwise unacceptable behavior. President Peterson has assigned two designees as points of contact that will be announced at the start of each meeting. We urge you to contact him/her if you have any concerns. The designees are Bernadine Engeldorf, Secretary-Treasurer, and Perry Schmidt, Vice President.

GUEST SPEAKERS

Robyn Gulley, Doctors Council SEIU, spoke to the delegation regarding voting on their first contract and being the first group of doctors in Minnesota to unionize.

CREDENTIALS

Credentials were received from AFSCME Local 2822. President Peterson administered the Oath of Obligation to those new delegates and alternates in attendance.

MINUTES

M/S/C TO APPROVE MINUTES OF MARCH 11, 2026, AS PUBLISHED IN THE UNION ADVOCATE NEWSPAPER AFTER THE ACTING SECRETARY-TREASURER NOTES THERE ARE NO ADDITIONS OR CHANGES CALLED FOR.

COMMITTEE ON POLITICAL EDUCATION (COPE) MINUTES

APRIL 8, 2026

COPE met in regular session on the above date and was called to order by President Peterson at 5 p.m. Board members in attendance were Beissel, Butts, Cook, Edwards, Gale, Gibbons, Guertin, Hill, Hoerth, Hunt, Madden, Markham-Kocurek, Michelson, Mullin, Peterson, Roth, Ryan, Sansom, Schmidt, Seath, Slattery, Tastad-Damer, and Varco. Excused were Beedle, Engeldorf, VanDassor and Vanderport. Absent: Luneburg, Mayer, Olson, and Strom.

Items to come before this board included:

- The Dakota County Labor Assembly supports the Saint Paul Regional Labor Federation recommending that the Minnesota AFL-CIO grant labor endorsement to Brian Cohn, House District 57B.

M/S/C TO RECOMMEND TO THE DELEGATE BODY TO SUPPORT

THE SAINT PAUL REGIONAL LABOR FEDERATION RECOMMENDATIONS THAT THE MINNESOTA AFL-CIO GRANT LABOR ENDORSEMENT TO BRIAN COHN, HD57B.

- President Peterson discussed the legislative candidates eligible for the friendly incumbent process with the committee, legislative updates and local screening updates.

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

EXECUTIVE BOARD MINUTES

APRIL 8, 2026

The Executive Board met with those same members present who are duly elected to this board.

Items to come before this board included:

• PRESIDENT'S REPORT:

- President Peterson thanked everyone who participated at the No Kings Day on March 28, 2026.
- She updated everyone on the planning stages of the Union Job and Resource Fair and International Workers Day March on Friday, May 1, at 4:30 p.m. at Lake and Chicago in Minneapolis.

- The National AFL-CIO Convention is being held in Minneapolis June 7-10, 2026. Minnesota AFL-CIO President Bernie Burnham, MRLF President Chelsie Glaubitz Gabiou and SPRLF President Kera Peterson are the local host committee, and they are looking for Volunteer Captains and Event Volunteers for the convention.

• M/S/C TO SUPPORT 20TH ANNUAL INTERNATIONAL WORKERS DAY MARCH.

- ORGANIZING UPDATES/CAMPAIGNS: AFSCME, ATU Local 1005, Minnesota Nurses Association, SEIU Healthcare Minnesota and Iowa and Sheet Metal Workers Local 10 shared updates.

- Worker's Memorial Day is April 28, and folks are welcome to attend observances at the Capitol and at Lebanon Cemetery in Dakota County.

- THANK YOU NOTES: Received from Labor Council for Latin American Advancement for the RLF's support by offering space for their Solidarity Is Love campaign, and the Minnesota AFL-CIO State Retiree Council for the RLF's \$500 contribution to their annual fundraiser.

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

REPORT OF THE TREASURER

Acting Secretary-Treasurer Sansom reported on the financial status of the Federation as of March 2026. The report was accepted as read.

PRESIDENT'S REPORT

President Peterson thanked everyone who participated in the No Kings March.

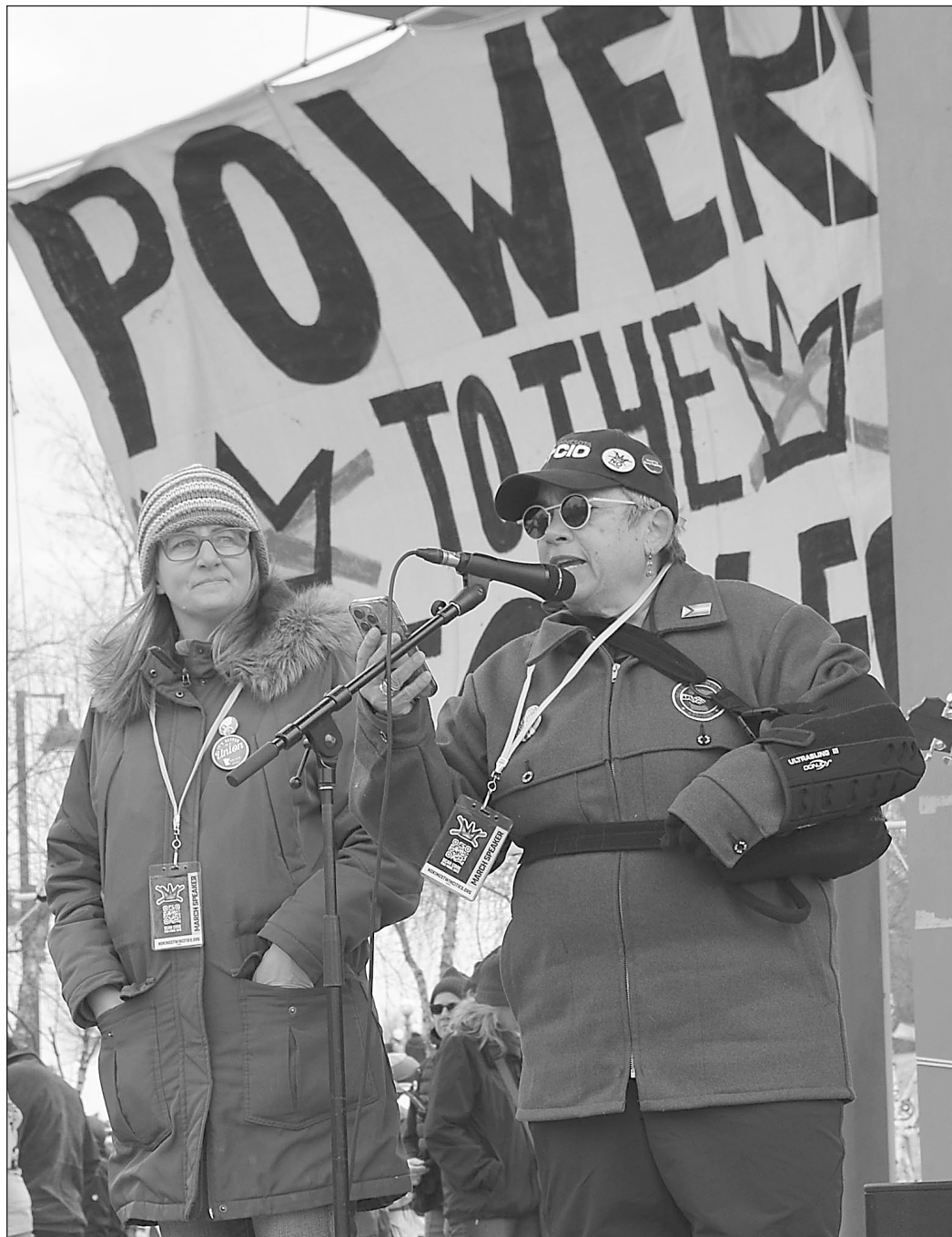
STAFF REPORTS

Colleen Nocerini, political organizer, spoke about upcoming candidate screenings. Michael Moore, Union Advocate editor, spoke about advertising opportunities in the Union Advocate newspaper.

REPORTS OF STANDING COMMITTEES

- The Chisago County Labor Assembly meets on the fourth Tuesday of the month via zoom at 6 p.m.

Labor leads march to 'No Kings' in St. Paul



Minnesota unions led a march from Harriet Island Regional Park to the flagship No Kings event March 28 at the Capitol in St. Paul. Saint Paul Regional Labor Federation President Kera Peterson (L) and Minnesota AFL-CIO President Bernie Burnham were among the speakers at a brief rally before the march. No Kings drew well over 100,000 protesters to the Capitol – and millions to events across the country – in a show of widespread opposition to the Trump administration's agenda, including attacks on federal workers, steep cuts to health care and the violent federal occupation of many local neighborhoods during Operation Metro Surge.

Union Advocate photo

- Peterson reported on behalf of the Washington County Labor Assembly, which holds meetings won the fourth Wednesday of the month at 6 p.m.

- Martin Hoerth reported on behalf of the Ramsey County Labor Assembly. Its next meeting will be on the fourth Tuesday of the month at 6 p.m.

- Connie Beissel reported on behalf of the Dakota County Labor Assembly, which purchased a union-based book to donate to all high schools in Dakota County. The book is called "When the Shovel Hits the Dirt: A Blueprint for Effective Union Organizing," by Tom Costello. Workers Memorial Day is Tuesday, April 28, and the assembly

will hold its ceremony at 6 p.m. at the Lebanon Cemetery in Apple Valley, rain or shine. All of the legislative representatives and county commissioners in Dakota County have been invited. The next meeting will be on the second Thursday of the month at 7 p.m.

GOOD AND WELFARE

The annual AFL-CIO Retiree Fundraiser is being held on May 16, 2026, at the Sheet Metal Workers Local 10 hall in Maplewood.

Submitted by,
MARY SANSON
Acting Secretary-Treasurer

Endorsement Notice

The Saint Paul Regional Labor Federation may consider recommendations for granting labor endorsement in state legislative and local races at the May 13 delegates' meeting.

For more information on political endorsements, call 651-222-3787.



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