



Volume 1 | Issue 4

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MN GUILD NEWSLETTER

Human Rights Committee Update

We had our first meeting, and plan to meet once a month going forward. Our first project will be hosting a panel of speakers to talk about the intersection of Civil Rights and Labor Movement this coming winter on Zoom.

Stay tuned to the newsletter for more info or [reach out to Allana](#) to be invited to the next committee gathering.

UPCOMING EVENTS



UNION MEMBER RIGHTS: WEINGARTEN RIGHTS

YOU HAVE THE RIGHT to have a union representative at any meeting that might result in discipline. Your employer is not required to remind you of this right.

The representative's primary duty is to be a witness and take notes. They can recommend a caucus if the meeting gets heated.

The representative's duty in this meeting is *not* to advocate or challenge, but to support.

This is known as **Weingarten Rights**.

ONGOING

TNG National - Artificial Intelligence Survey

Now through September 22nd Online

TNG is conducting a [survey](#) on your thoughts related to Artificial Intelligence (AI) in the workplace. Results will be shared and turned into a bargaining tool-kit. Complete the survey before the deadline to be eligible to win TNG swag.

09/22

MinnPost Festival

5:30PM-8:30 PM | September 22nd [Minneapolis Event Centers](#)

9:30AM-6:00 PM | September 23rd [The 1893 at the Historic Grain Belt Office](#)

The first night requires a paid All-Access pass; the second day is free and open to the public. This event features sessions on a variety of topics including AI, black entrepreneurship and maternal health, Minneapolis sound, and immigrant cuisine. [More details](#)

09/27

MN Guild Membership Meeting

6:00PM-7:00 PM | Wednesday, September 27th *Virtual*

Tentative Agenda: budget, nomination of officers/executive committee, and set meetings dates for 2024. [Request Zoom Link](#)

09/30

Marxist School

Saturday, September 30th & Sunday October 1st *Mixed Blood Theatre, Minneapolis, MN; Other cities available on different dates.*

Join Pete from WR Books for a weekend of discussions on Marxist theory and revolutionary strategy. [Register Here](#)

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UNIT UPDATES

HHS Interpreters Vital Link in Chain of Care

By Maggie Sweeney, Hennepin Healthcare Systems Language Interpreters

On any given day at Hennepin County Medical Center, Minnesota's largest safety net hospital, over 700 scheduled encounters require a professional medical interpreter to allow patients to access equitable care. Some of these people are recent immigrants, seeking refuge from dangerous conditions in their home country, others are elders who have been here for generations and know our staff intimately. Our patients often come to Hennepin Healthcare due to the ease of access—HHS does not turn anyone away, regardless of insurance coverage or ability to pay—and frequently stay on to establish care due



to the availability of language services. Receiving healthcare in one's own language has been proven to improve health outcomes, and having interpreters available 24/7, and in-person in our most requested languages, makes all the difference. We facilitate direct communication between providers and their patients, and can ensure comprehension as we clarify cultural differences, allowing for fuller understanding and helping to empower patients to participate in their care. HHS interpreters

providing Video Remote Interpreting (VRI) services ensure prompt access and those of us who are able to work in person can offer a friendly face to connect with and ensure that patients in the most stressful situations can receive the same high level of care as those whose first language is English.

Photo by Alex Kormann, Star Tribune, for the article: [Inside Minnesota's busiest ER, the trauma of dealing with trauma never stops](#). By Reid Forgrave, Star Tribune.



This training is designed to provide CWA members with knowledge and skills to build an anti-racist union. Included in this resource is a slide deck, an instructor's manual, several handouts, and exercises.

- Module 1: What Does Racial Difference/Bias Look Like In Our Workplace?
- Module 2: Understanding Racism and Anti-Racism
- Module 3: Building an Anti-Racist Union

To request access to this resource, [fill out this form](#).

Reversing Runaway Inequality: Workshop Takeaways

By Ricky Valentin Peña, Minnesota Council of Nonprofits

Editor's Note: On August 3rd, CWA sponsored an in-person, all-day training event called Reversing Runaway Inequality. Each local could only send two members so I reached out to Ricky because of [his passion and commitment to equity](#). (Sadly, the other member was sick the day of the event.) The workshop was held in downtown Minneapolis and included an afternoon visit to George Floyd Square. Below, they share some takeaways from the experience.

I was already aware of the inequities that exist in our workplaces that continue to be imposed by systemic greed and apathy, but this workshop gave me more context and confidence in understanding just how far that kind of malice went. Knowing this kind of information is unsettling, but it is also empowering for the same reason: workers have always been at their most vulnerable when we are forced to split. The strength we hold is becoming the opposite: becoming a collective across cultural barriers and circumstances, and the hard data and stories this training shares can only push one's willpower further. This education is a must for anyone seeking to learn the lesser-known inequities not taught in school, which mostly inhibits our ability to challenge the systems we live in critically.

PRACTICE CORPOREAL POLITICS.

Power wants your body softening in your chair
and your emotions dissipating on the screen.

Get outside. Put your body in unfamiliar places with unfamiliar people.
Make new friends and march with them.

*Photo by Laura Proescholdt, Take Action MN; Osprey Wilds Environmental Learning Center, Sandstone, MN.
Prose from Timothy Snyder's book On Tyranny: Twenty Lessons from the Twentieth Century.*

UNIT UPDATES

Long-time Guild Unit, WR Books Reaches Wider, International Audience

The Minnesota Newspaper & Communications Guild represents workers at several small organizations, one of which is WR Books (formerly Wellred), a leftist group that produces a monthly publication called Socialist Revolution and sells books by V.I. Lenin, Leon Trotsky, and Karl Marx. WR Books is part of an international activist group that has members in 40 countries.

The group says they have less than 1,000 members world-wide but have been growing rapidly recently and have “at least” three membership branches in Minnesota, according to Antonio Balmer, managing editor of Socialist Revolution.

WR Books, which describes itself as a workers’ collective, sought out the Guild years ago to represent its four members when WR Books’ offices were in the Twin Cities. It has since relocated to Brooklyn, N.Y., but continues to be affiliated with the Minnesota Guild.

There has been a rising interest in socialist ideas, the group says, noting the popularity of Democratic Socialists of America (DSA), which has elected several members to Congress.

“We find young people reaching a boiling point,” says Balmer. He says, however, that some activists who support the idea of socialism, have been disappointed with individuals associated with U.S. Sen. Bernie Sanders, a Democratic Socialist, and others like him who were elected to Congress, but who supported federal legislation that ended the threat of a railroad strike. Balmer said that stance undermined their socialist credentials.

So why did WR Books’ workers collective want to belong to the Guild? “It is not just a symbol for us, it is a way of saying our banner is the banner of the working class,” Balmer said.



IT'S TIME TO SHOW UP!

In his Labor Day message, CWA President Claude Cummings Jr. urged members to recommit to the fight for dignity and respect for all working people.

“We must be strong—CWA Strong—for each other and for our communities. That means showing up for each other, not just at our workplaces or within our locals or our industries. When a member of our CWA family puts out a call for help, I want you to show up. When a member of any union puts out a call for help, I want you to show up. Whenever someone is fighting for respect and dignity for all working people—whether it is an ally or an elected official or anyone else—I want you to show up.”

**NEWSLETTERS ARE A COLLABORATIVE
EFFORT. CONTRIBUTORS WANTED!**

Are you willing to write a unit update, submit art, draw a comic, or have other ideas for content?

Quieres este boletín en español? The more members that participate, the more this is a project by-and-for the people.