



Volume 2 | Issue 2

July 2024

MN GUILD NEWSLETTER



Kiernan, performing August 1. [Details here.](#)

UPCOMING EVENTS

07
23

Movie Night: "Storming Caesars Palace"

7:30PM | Tuesday, July 23 *Virtual*

Presented by the CWA District 7 Human Rights Committee. To get the Zoom link, [register here.](#)

08
22

Minnesota State Fair Opening Day!

CWA Kiosk | Thursday, August 22nd

We are looking for members to volunteer at our CWA kiosk, hand out free stuff, and talk about unions with the passersby. We currently have 5 of the 8 members that we need to fill 3-hour slots.

[Contact Allana to volunteer](#) in exchange for free admission to the Fair.



SAVE THE DATE FOR THE 2ND ANNUAL GUILD PICNIC

SUNDAY, SEPTEMBER 29TH 11:00 AM - 2:00 PM

[GET MORE DETAILS & RSVP HERE](#)



Jeremy Paulson: Rest in Power

Guild member, farm program organizer, coworker, friend, Jeremey Paulson (*Hope Community*) died tragically in an accident earlier this month.

Our thoughts go out to those who loved him.

IN THIS ISSUE:

- RIP JEREMEY PAULSON
- UPCOMING EVENTS
- PASSED LEGISLATION IN MN 2023-2024
- GUILD EVENT SURVEY!

- BEACON RAISES
- UNITE HERE 17 ORGANIZING
- DIL UPDATES SALARIED-EXEMPT REGULATION
- SPFE ADVOCATES FOR NEA STAFF UNION

LABOR BILLS: WHAT PASSED IN MINNESOTA THIS YEAR?

Labor World and the St. Paul Union Advocate's June publications included a list of labor bills that passed at the legislature last session. Below are the highlights from that list.

- Uber and Lyft drivers will earn more
- Employers will face higher penalties for misclassification
- Minimum wage carve-outs will be eliminated
- Employers must post salary ranges
- U of M workers will have easier path to unionize
- Prevailing wage will be required on affordable housing projects
- 'Shadow noncompetes' will be banned
- Child influencers will be entitled to compensation
- Court interpreters will get raises
- Workforce development hub will get funding

Some of our members are legislative/field organizers whose job it is to advocate for change at the capitol. They are proud of the work they do to advance the mission of their organizations. Below are some of the bills they worked on that passed at the 2023-2024 state legislature.

ACLU of MN:

- Minnesota Voting Rights Act

Clean Water Action MN:

- Packaging Waste and Cost Reduction Act
- Creating a boat wrap plastic stewardship program
- Removing the flame retardants in tents requirement

MN Budget Project; part of the MN Council of Nonprofits:

- Advanced periodic payments of the Child Tax Credit
- Taxpayer assistance grants
- Tax credit outreach grants



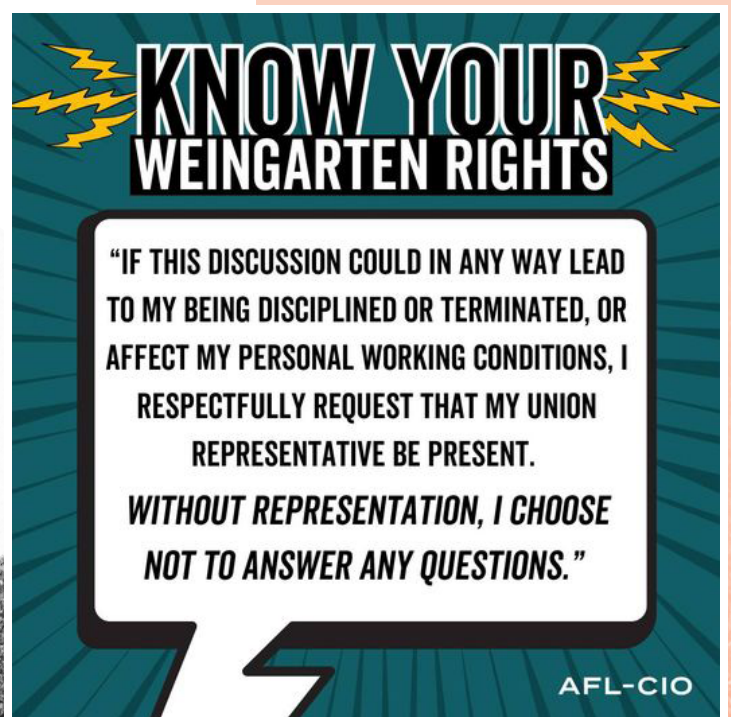
GUILD EVENT SURVEY

Last month the Human Rights Committee hosted Braver Angels for a great virtual event. We had about 30 attendees and great engagement in the Q&A.

The committee is interested in feedback from the members about what types of events you'd be interested in or excited to attend.

Let us know at this link:

[Guild Event Survey!](#)



UNIT UPDATES

Values Statement in Contract Leads to Big Wage Increases for Members

Some of our members at Beacon Interfaith Housing Collaborative saw up to a 22% wage increase in July thanks to language in their CBA tying wages to Department of Housing and Urban Development (HUD) data:

As a housing organization, Beacon seeks to have Employees able to afford a home. The minimum annual salary or wage below reflects the income that is necessary to pay the cost of a two-bedroom apartment as measured by the HUD Fair Market Rent for the area without spending more than 30% of one's income on rent.

[NeighborWorks Home Partners](#)

annually makes a chart comparing HUD and Area Median Income (AMI) for the Twin Cities area. Beacon's new minimum salary jumped to \$64,880/year. They used [this calculation methodology](#) to reach that number.

To compare your contract to other units, you can view them all on the [Guild's webpage](#).

MN Guild member Laura Kiernan (*Take Action MN*), lead singer of the indie folk band [Kiernan](#), recently released their EP Magnetic North.

Hear them play live in St. Paul at the [Deja Moo: A Disability Literary Arts Festival](#) on August 1 at 4:00 pm at Springboard for The Arts. The event is free and includes many other artists.



UNITE HERE 17's Organizing Tally

By Theo Bilski (*UNITE HERE 17 staff union*)

In the last six months, UNITE HERE Local 17 has had a bunch of big wins across the hospitality industry! In the restaurant industry, Kim's workers won their union election, and Colita and Ceres workers are fighting for recognition and moving towards their elections. In the brewing industry, Indeed workers were able to win voluntary recognition, and are now preparing for bargaining. In Food Service, both Macalester and St Olaf college cafeteria workers won their unions and settled their first contracts. It's been amazing to see workers from across the industry stand together, fight and win for better lives and workplaces.

Won a First Contract:

- Macalester College cafeteria workers
- St. Olaf College cafeteria workers

Won Recognition, Working on First Contract:

- First Avenue hospitality workers
- Indeed Brewing
- Kim's Restaurant

Fighting for Recognition:

- Cafe Ceres
- Colita

Who will become eligible for overtime pay under the final rule?

Date:	Most salaried workers earning less than:
Currently	\$684/week (\$35,568/year)
July 1, 2024	\$844/week (\$43,888/year)
Jan. 1, 2025	\$1,128/week (\$58,656/year)

Starting July 1, 2027, the eligibility thresholds will be updated every three years, based on current wage data.

dol.gov/OT

Department of Labor Updates Overtime Regulation for Salary Workers

The Fair Labor Standards Act (FLSA) requires employees to be paid a minimum wage as well as overtime pay to employees who work more than 40 hours in a 7-day workweek at a rate of at least 1.5 times an employee's regular rate of pay.

The FLSA exempts certain employees from its overtime requirements, provided the requirements of one of the FLSA's specific exemptions are satisfied. Paying an employee on a "salary basis" alone does not alone render an employee properly classified as exempt. Rather, employees are considered exempt when:

1. An employee is paid a salary,
2. The salary is not less than a minimum salary threshold amount, and
3. The employee primarily performs bona fide executive, administrative or professional duties.

The minimum salary threshold was increased on July 1 and will bump up again January 1, 2025. The second of these increases may positively affect some of our members. It sets the new floor for salary-exempt workers at \$1,128 per week or \$58,656 annual salary.

To learn more, [consult the Department of Labor's website](#).

UNIT UPDATES

SPFE Staff Union Writes Letter in Support Of Locked Out NEA Staffers

Our members at the SPFE Staff Union [wrote a letter](#) to their leadership last week urging support for their counterparts in the National Education Association staff union. NEA staffers have been locked out by their employer since they began an unfair labor practice (ULP) strike on July 5, during the NEA's national assembly. President Biden was expected to speak at the Assembly but, refusing to cross the picket line, cancelled his attendance. The NEA responded to the strike by canceling staffers' hotel rooms and flights home from the event. You can read more about the dispute on [EducationWeek](#) and the [union's website](#).

In their letter, our SPFE Staff Union members urged SPFE leadership to side with the NEA Staff Union, hold the NEA accountable, and use their influence to urge a contract settlement. "The NEA is in danger of becoming the largest example of an anti-union union. Its behavior towards their staff sends the message to affiliates that it is acceptable for other state and local unions to treat their staff with disrespect," the letter said.

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.