



Volume 3 | Issue 1

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# MN GUILD NEWSLETTER

## WE MEAN BUSINESS: Trans, Intersex, and Nonbinary (TIN) Survey

Our Human Rights Committee is working on a letter-writing project to make better workplaces for our TIN coworkers. We are collecting anonymous data from our members to better understand their workplace experiences and knowledge so that we can write a letter that addresses real hurdles. In under 5 minutes, you can help to make all our workplaces better. [Take me to the survey!](#)

## UPCOMING EVENTS

06  
24

### **Stress, Trauma, and Self-Care: Learn skills to cope with workplace stress, burnout and trauma**

**11:00AM-12:15PM CT | June 24th and June 25th** *Virtual*

Presented by TNG-CWA and The Dart Center for Journalism and Trauma. Workplace stress, burnout and trauma – especially in an increasingly hostile environment for the media – can take their toll on our mental health. We want to help. [RSVP here.](#)

07  
12

### **MASSACRE AT FLOUR CITY! The Deadly Battle over Labor Rights in the Streets of Seward, Summer of 1935**

**11:00AM-9:00PM CT | Saturdays July 12th, 19th, 26th**

*Vine Arts Center Art Gallery, Ivy Arts Building, 2nd Floor (Minneapolis)*  
Attendance is free and open to the public.

09  
07

### **MNGuild Guild's Third Annual Picnic**

**11:00AM-2:00PM CT | Sunday, September 7th** *Minnehaha Park*

Potluck, tug-o-war, prize drawing, team trivia and kids games.  
Bring your families!

## WE'RE HIRING!

As reported in the last newsletter, Executive Officer Candace Lund is resigning in September. We've formed a hiring committee of MNGuild members and are already starting to receive applications.

Please help us spread the word!

[UnionJobs.com](#)

[JournalismJobs.com](#)

[MN Council of Nonprofits Job Board](#)

## DREAM BIGGER: Ideas for Your Next Contract

Sometimes you can push the envelope on language in your contract. It becomes less of a me-too and more of a we-can-do-better. Below are a couple ideas that we'd like to see in contracts; what are some of your ideas?

### Crypto-free 401(k)

In May, the [Department of Labor](#) rescinded a 2022 compliance notification that authorized "extreme care" before including crypto investments in 401(k) plans. With this and other governmental guardrails loosened, there could be more opportunities to negotiate for those protections at the organizational level.

### Audio "union bug" for podcasts

NABET-CWA Local 59051 recently ratified their first contract with the podcast ["Snap Judgement"](#) with novel language – an audio "union bug" to close out each episode: *"On team Snap, the union-represented producers, artists, editors, and engineers are members of the National Association of Broadcast Employees and Technicians-Communications Workers of America, AFL-CIO, Local 51."*



## SAVINGS AND DISCOUNTS

**for Union Members** on phone plans, car rentals/hotels, concerts, insurance, online shopping, and more.

# UNIT UPDATES

## Health Care Cost Win for MN Guild Members at Hennepin Healthcare

By Candace Lund (*Executive Officer*)

The employees at Hennepin Healthcare System (HHS), including language interpreters represented by our union, are considered essential employees by the state of MN. Essential employees are forbidden by state law from going on strike. If there are unresolved issues during contract negotiations, both parties take their positions on the contested topics to an independent arbitrator who makes the final decision about what will go into the union contract. It is a process called "interest arbitration."

The cost of health care premiums is usually divided between the employer and the employee as a percentage share. During contract negotiations in 2018, the Guild Interpreters team bargained premium shares that were less expensive for employees than the premium shares listed in any of the other union contracts within the organization. The Employer did not attempt to change the Guild contractual rates during negotiations for contracts negotiated in 2020 and 2022.

In 2024, negotiations were stuck over a proposal from the employer to raise the share of health insurance premiums paid by our members to the highest amount paid by other employees in the organization. The employer offered nothing in return for the demand that our members pay more money for their health care.

HHS offers employees two health care plan choices- Horizon and Options. In

**The interpreters at Hennepin Healthcare were excited to find out that management had dropped the unresolved issue. We will continue to maintain our current lower cost of health insurance for the duration of our contract.**

— Jaime Anthony, Interpreter, HHS

just 2025, an employee with family coverage on Horizon would pay \$1,864 more for their health care premium if we accepted the employer's proposal.

The Interpreter bargaining team held firm in their rejection of the proposal, and the membership voted to support that decision. The question of how much Interpreters would pay for health insurance premiums was headed for interest arbitration.

It's impossible to know what result awaited us in the interest arbitration process, but we felt confident an arbitrator would agree that our union shouldn't be forced to change valuable contract language when the employer was offering nothing to compensate for the increased costs.

Unexpectedly, in late Spring the employer notified the MN Guild that they were withdrawing their intent to arbitrate the issue and will wait until the next contract negotiations to address the topic. Our members will keep the premium rates listed in their union contract at a minimum through December 31, 2026!



## Members return from Environmental Justice training with renewed hope

By Edgardo Jean (Spanish Interpreter, Hennepin Healthcare)

The environmental justice education course I had the privilege of attending as a MNGuild member was an amazing experience. Our presenters, Tay and Vonda, were well-informed, passionate, and charming. They made me feel welcome and want to get involved.

I learned what environmental justice is and who we can fight for in order to safeguard a better future for those who are most affected by the effects of climate change. It was both interesting and heartbreaking to learn that so many of the tragedies that we might ascribe to the environment are very

often at least influenced (and at times fully caused) by decisions taken in boardrooms and legislative chambers.

Despite these sad truths, the aspect of the environmental justice training program that stood out to me was the hopeful tone and the spur to action.

We can so often feel pummeled by the news and things that it seems we cannot do anything about; problems so often seem too big for one person, one unit, one Union to fight. However, so many victories took place because one person, one unit, one Union stood up to oppose corporate interest and

lawmakers' glib lack of care for our environment and the communities affected.

From the case of Flint, MI to the introduction of a state-wide alert system in languages such as Laotian, there are victories to be fought for and earned through the collective power of our voice and our vote.

I hope others take the opportunity to learn from others that we share a union with but rarely get to hear from and to receive a much-needed dose of hope for a future that is full of promise and beauty.



Edgardo Jean (above) and Ryana Holt and Samie Johnson (below) with other CWA members who attended the environmental justice training in May.

**LEARNING  
OPPORTUNITY!**

### UNDERSTANDING U.S. IMMIGRATION from the Border to the Heartland

Free, online, at your own pace. Recently updated.

Geared toward journalists but valuable for people who want an in-depth and impartial understanding of US immigration.

**For more info or to  
sign up, [go here.](#)**



# UNIT UPDATES

## Big changes at Seven Corners, prepress workers excited

By Hannah Miller and Pete Josephs (*Seven Corners Print & Promo*)

On August 30, 2024, Seven Corners Print & Promo and 1st Class Mailing, was purchased by Christian Edwards Print & Graphics, located in Des Moines, Iowa. Like Seven Corners and 1st Class Mailing, Christian Edwards is also a union printing company.

While the news came as a surprise to us, we are glad that we were purchased by another union printing company and that there were no significant layoffs (which are common in our industry). It has been a good fit for both companies because we are both union-driven and provide the same types of products and services like sheet fed and digital printing, mailing, signs, banners. Both locations now have more resources and options for union-printed projects.

In our niche, Seven Corners was the largest union printing company in Minnesota and Christian Edwards is one of the top two or three largest printing companies in Iowa, union or nonunion. Together, we are now one of the largest union printing companies in the entire Midwest! Between both companies we have a total of five unions representing our employees!

There's more exciting news! After 15 years, this May we have moved from Saint Paul (Seven Corners) and Roseville (1st Class Mailing) to a larger and much nicer space in Minneapolis, near Highway 280 and Kasota. As part of the move, we purchased a brand-new Cannon ImagePRESS Digital Press which will replace our older press equipment. We are still getting settled in and we look forward to you visiting our new location!

Our company has gone through a lot of changes recently, but we know it will be worth it because we will be able to provide better services to our pro-union customers!



UNION, a documentary about the impossible task of organizing Amazon workers, will be opening this season of POV on PBS on Monday, June 23rd at 9:00 pm central. After that broadcast, UNION will be available to watch on [PBS's YouTube channel](#).

## WASHINGTON (June 11)

The NewsGuild-CWA, representing more than 28,000 journalists and other workers across North America, released the following **statement** from **Jon Schleuss**, president of The NewsGuild-CWA, on the police targeting of reporters in Los Angeles:



## Police are **targeting** **journalists** during the Los Angeles protests.

**Police have fired 'less-lethal' rounds** on local, national and foreign reporters who were only doing their jobs. These actions by law enforcement **are illegal**.

They violate California state law and are unconstitutional under the First Amendment.

*"Journalists play a crucial role in holding power to account, particularly during times of crisis and protest. When law enforcement targets reporters, it's not just an attack on individuals; **it's an attack on every American's right to a free press.**"*

*The U.S. government must defend that freedom, not undermine it. **Journalism is not a crime.**"*

Jon Schleuss,  
NewsGuild-CWA President

[Read the full statement on newsguild.org](https://newsguild.org)