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MN GUILD NEWSLETTER

UPCOMING EVENTS

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TNG Steward Training

6:30 PM | Thursdays, October 22 & November 12 [Online](#)

Learn how stewards drive the exchange of information and uphold and organize culture throughout their union in October, and then return in November to review how stewards turn workplace issues into organizing issues, then practice planning collective action. [Register here!](#)

11
13

Nonprofit-Labor Caucus Happy Hour at Malcolm Yards

4:00PM | Friday, November 13th [501 30th Ave SE Minneapolis](#)

Come connect with fellow nonprofit and staff union workers at the bi-monthly happy hour! Partners are welcome. Follow signs for parking during construction.



11
12

CTUL Gala | 6:30-9:00 PM

Thursday, November 12th

[3400 Dupont Ave. S Minneapolis](#)

CTUL will be hosting its annual gala at First Universalist Church in Minneapolis in November.

Tickets are on sale [here](#), so be sure to sign up while it's open!



Catherine Conlan (*The Labor World*) won the **Martha Johnson Communication Award** at the Minnesota AFL-CIO State Retiree Council 2026 convention! The award recognizes a union member who demonstrated "clarity of thought, creativity, and dedication in advocating a union message through the media."

"We really see now in this political, social and cultural moment, the huge importance of a free press and in particular a press that takes a more narrow focus on its coverage," Conlan said. "To be recognized as someone who helps uplift workers' voices, it means a lot to me, and it was a really big honor."

Congratulations to Catherine on her great achievement!

Do you know what's scarier than ghosts or ghouls?

BUYING NON-UNION-MADE HALLOWEEN CANDY!

Don't be tricked by scabs – give the real treat of solidarity to folks in your neighborhood this spooky season. [Look here](#) for an exhaustive list of union-made candy from our siblings at the AFL-CIO.

UNIT UPDATES

Introducing Anders and Grace: Our newest Executive Committee members!

At last September's membership meeting, Grace Barter and Anders Bloomquist were elected by acclamation to fill two new positions created after recent by-law changes. Barter was elected to serve as the second non-profit representative, and Anders Bloomquist was elected to serve as staff union representative. Here are their own introductions:

Grace Barter (she/her) | ACLU-Minnesota

Hello fellow Guild members! My name is Grace Barter (she/her) and I'm the executive assistant at the ACLU-MN. We signed our first CBA in 2024, and we are proud to be part of the Guild.

I am fairly new to the world of labor organizing, but I first dipped my toes in as a college student when I was part of our local chapter of United Students Against Sweatshops. Since then, I've organized around climate change and reproductive freedom. I've now lived in Minnesota and worked at the ACLU-MN for almost three years and am honored to fight for my neighbors' civil rights and liberties.

I'm eager to continue learning and growing in this new Executive Committee position, and I look forward to connecting with many of you! Our unit continues to build power, get more comfortable with our CBA and navigate the dynamics of being unionized in a non-profit environment. I'm most excited to connect and learn from others in similar positions, collaborate to expand our collective power and welcome new folks to the Guild.



GRACE

Anders Bloomquist (he/him) | UNITE HERE Local 17

Hello union siblings and comrades! I got my start in labor organizing with Fair State Brewing back in 2018, and after I had been laid off from my previous job, I wanted to make certain that I didn't have the same experience at this job.



ANDERS

I connected with Local 17, met with an organizer and formulated a plan to organize a craft brewery. My role in shipping & receiving provided a great position to always have an excuse to talk to just about any coworker. After two years, we announced our union with voluntary recognition. After that win and the successful first contract campaign the following year, Local 17 started bringing me on more and more to learn about other aspects of organizing and the union as a whole. Then in 2023, I was offered a full time organizer position.

I am excited to be a part of the News Guild Executive Committee to aid and learn from fellow members on staff for unions and other comparable organizations. We work for 'movement organizations' and while these roles may call upon us to sacrifice and be flexible for the larger causes we fight for, we cannot be of service to those causes if our own needs as workers are not being met. It's tough to fight for better health insurance for hospitality workers if I and my coworkers don't also have worthwhile health insurance.

**NOMINATIONS FOR TOP OFFICERS
AT THE INTERNATIONAL WILL
HAPPEN IN JANUARY!**

TNG is extremely democratic, and all members in good standing get to vote for candidates for top officer positions nominated at the virtual conference next year. That includes the sector chairperson, president, executive vice president and six regional vice presidents. [Read all about it here](#) as locals begin the process to elect delegates for the January conference.



UNIT UPDATES

Intense negotiations at Pioneer Press highlight need for collective action

By Jared Kaufman, Mara Gottfried and Nick Woltman (*Pioneer Press*)

Since the Pioneer Press and Adtaxi Guild began negotiations in June with our hedge fund owner, Alden Global Capital, we've had over a dozen bargaining sessions. If only we were closer to a fair contract!

So far, we've reached tentative agreements guaranteeing the establishment of a workload review process, safety provisions for journalists and better access to professional development opportunities on paid time, all of which are important to our unit membership.

However, serious issues remain unresolved. The company has repeatedly pushed proposals that would allow them to publish AI-generated content under staff bylines or without human review, or to lay us off and replace journalists with AI altogether. Corporate lawyers also proposed loosening our layoff protections and severely cutting severance — at the same time as announced buyouts in our already-skeleton newsroom! Due to the company's stonewalling, we have not begun negotiating economic issues including wages and health care, so we know there are still fierce fights ahead.

During our last contract negotiation three years ago, both local managers and national hedge fund lawyers sat across the table from us. This time, it's just the out-of-towners. It's frustrating that corporate folks seem to be shutting out managers who'd recognize the reasonableness of what we're asking and interact with members whose lives are personally affected by slash-and-burn corporate proposals.

Recent months have underscored the power of collective action. More than two-thirds of our membership signed an open letter to the corporate lawyers outlining our priorities and packed the bargaining room to read it aloud; that negotiation session was our most productive yet. Building a robust steward network and organizing mass actions are both challenging in a nearly entirely remote workplace. But we're proud of what we've been able to accomplish so far and grateful for the support we've felt from fellow journalists and union siblings around the state.



DEFINITION: Regressive Bargaining

While bargaining, you may have proposed a six percent raise in the next contract, but management counters with one percent. Your bargaining team argues that it's not nearly enough.

Then management, angered that you won't rollover, shoots back and says, "well, you know what, sounds like a half a percent raise is all we can offer now."

Regressive bargaining is a bad faith negotiating tactic where one party, typically the employer, moves further away from a proposal they already offered. If an employer or union believes the other is regressively bargaining, that could leave the other side open to an Unfair Labor Practice (ULP) charge.

At the bargaining table, it is always good to have a clear idea of what you want to offer to the other side and know when to stop talking. The genie can't be put back into the bottle.

Take a beat. Ask for a sidebar or caucus with your negotiating team. Then, you are better prepared to win more for your fellow workers and avoid the headache of a ULP.

'RIGHT TO WORK' AND ITS RACIST FOUNDATION

By Zamone Perez (*Public News Service*)

"Right to Work" is three simple words that discreetly hides its insidious message. It almost puts it in patriotic terms, that we as Americans have the RIGHT to WORK and no one will take it away from us.

But no matter how simple the slogan anti-worker politicians and organizations use, the concept is bad for workers and their families. In fact, it's detrimental to the fabric of our country, and these laws are at their roots racist, conceived in an effort to further white supremacy across the Deep South.

"Right to Work" gives legal cover to those who don't want to pay union dues, used to help fund contract negotiations,

legal bills, strike funds and more, while reaping all the benefits of union membership: raises, just cause protections, health insurance, grievance processes. Unions, which have power when workers are unified and collectively taking action, are weaker when taking on the boss. Then the union's energy, too, is spent retaining dues-paying members in the union.

In the 1940s, unions were challenging the Jim Crow-era racial hierarchy. Known as Operation Dixie, a collection of unions banded together to organize major Southern industries. Organizers were working to unite Black and white workers as one, where they would fight together for economic mobility and better working conditions.

The first-ever "Right to Work" legislation was passed in Arkansas and Florida in 1944. Soon, states across the South followed suit.

According to the Economic Policy Institute, organizers often [faced threats](#), arrests and outright violence for their efforts to organize thousands of workers in the South. Anti-semitic and anti-Black propaganda was often used to play on prejudices of white workers. Posters like the one [here](#) and others were meant to convince workers that union organizers were part of a "Jewish takeover" and would lead to Black workers leading white workers.

The next time someone mentions "Right to Work," remember it's not just bad policy that gives workers the right to work for less. Its original, founding intent was to divide Black and white workers so that they could never achieve the same economic mobility of their northern peers – and challenge the status quo of the Jim Crow era.

