



CTUL

annual report



GET UP

GET UP

Black Lives
MATTER

Mission Statement

CTUL (Centro de Trabajadores Unidos en la Lucha) is a worker-led organization where workers organize, educate and empower each other to fight for a voice in their workplaces and in their communities.

We partner with other organizations and leaders to build a movement to win racial, gender and economic justice.

We identify the root causes of injustice and work to shift the balance of power between those who have it and those who don't to improve the lives of our communities for present and future generations.

Membership Principles

As workers, together we decide our future.

We believe that all workers deserve fair wages, safe conditions; a voice in our workplace, and in decisions that impact our lives.

Corporations and the wealthiest individuals control our economy, our politics and our everyday lives.

We want a different world where we control our own lives and build the world we want to see for our families and future generations.

We organize collectively for the power to build the world we want to live in.

We organize to win economic justice.

We organize to win equity for all people of color, immigrants, people of all genders, religions and all marginalized communities.

We are learning and teaching new things, taking action, and fighting back.



Letter From the Directors

Details from the mural on CTUL's building by Creatives After Curfew.

2020 was an incredibly challenging, painful, overwhelming, powerful, and ground shifting year! The pandemic and subsequent isolation created significant obstacles to our strategies to organize new workers into CTUL and took an emotional toll on our members and staff. When George Floyd was murdered, entire communities rose up in righteous anger. It was a moment that required risk and sacrifice and a commitment to stand in solidarity with our Black brothers, sisters, and siblings in our membership, in Minneapolis and around the world.

Yet despite the challenges, 2020 has been most prominently marked by the resilience and ability of our members and staff to rise up and meet the moment with hope, determination and creativity to build new partnerships, take on new roles in our movement ecosystem and build new vehicles for workers to have a voice.

We met the moment by supporting our community in partnership with other organizations using our building as a hub to distribute food, water, diapers, other materials and masks to those who needed them, while fighting for and winning protections for essential workers. We met the moment and stood up against a policing system rooted in white supremacy, by becoming a hub for activists, organizers, medics and security teams to ensure the safety of our neighbors and to amplify the fight to defund the police.

Finally, we built new structures including supporting the launch of a new organization called Building Dignity and Respect Standards Council to end human trafficking and wage theft in the construction industry by holding developers accountable to a code of conduct ensuring fair conditions, respect and a voice on the job for construction workers. We launched a Downtown Essential Workers Council to ensure that workers are at the table to decide how to re-open downtown in a way that ensures public health. We built power. This is the mark we leave on the Twin Cities in 2020.

Veronica Mendez Moore and Merle Payne, Co-Directors of CTUL



Lloyd Brown



Joe Bunce



Lexi Collins



Tawnelz El-Bay

2020 Board



Marfa Malcolm



Silvia Martinez



Maddie Shaw



Maria Vasquez

2020 Board



Who We Are

*Staff and members raising their fists
at the Together We Rise March.*

CTUL began in 2007 as a program of Workers Interfaith Network. In this early iteration, low-wage workers came into the organization with individual complaints about wage theft and other workplace issues. We focused on deep leadership development with workers so that they could not only lead their own individual fights, but so they could see how their fights were connected to larger systemic issues that allow for wage theft to happen in the first place. In 2010, worker leaders decided to separate as an independent 501c3 organization in order to expand our focus to the systemic causes of wage theft and other injustices common in low-wage workplaces. We still focus on deep leadership development with individual workers experiencing workplace injustices but we also take on larger systemic fights that get to the root causes of oppression and wealth extraction. As one of our original CTUL board members put it:

By responding to wage theft cases one at a time after they'd happened we were behaving like firefighters rushing around putting out fires. Instead we decided we must catch the pyromaniac who's lighting these fires, to stop the harm before it occurs.



CTUL approaches the interconnected fights for racial, economic, and gender justice through the framework of organizing and leadership development. We still offer education and support to individual workers experiencing wage theft; since 2010 workers have recovered more than \$2.2 million in stolen wages through CTUL. But we also use the techniques of Popular Education to help workers see the connections between their individual struggles and larger systemic forces of oppression and wealth extraction. Through CTUL workers develop the skills to be leaders on campaigns for systemic change, and they develop powerful bonds of solidarity across industries, backgrounds, and identities. In the words of movement luminary Ricardo Levins Morales:

Give me a fish and you've fed me for a day. Teach me to fish and you've fed me until the water is polluted and the shoreline is seized for development. But teach me to organize, and, whatever the challenges, I will come together with my community and we will fashion our own solution.



Past Victories

Co-director Veronica Mendez Moore and CTUL members speaking at a press conference.

Wages Won Back

As of the spring of 2021, CTUL has supported workers in winning back over \$2.7 million in unpaid wages since 2007.

Retail Janitors Campaign

CTUL led the Retail Janitorial Campaign from 2010–2017. When we launched the campaign, it seemed that large retail chains wanted to put on a nice image for customers with nice clean stores, but behind the scenes wanted to find ways to cut costs, which led to lower wages and benefits for the workers contracted to clean those stores. Retail companies contracted out cleaning jobs, and cleaning contractors evidently took advantage of this to try to avoid accountability for working conditions. This meant little to no protection on hours, benefits, or wages, and made it extremely difficult for workers to have a voice in the workplace. Wage theft was a rampant problem in this industry where cleaning companies felt little pressure to abide by the law.

Through the Campaign for Justice in Retail Cleaning, retail janitors have fought to stop the downward spiral of wages and working conditions in the Twin Cities. Workers have organized to effectively end wage theft and nearly double wages across the industry—the first raises workers had seen after over a decade of declining wages.

In addition, CTUL won a Responsible Contractors Policy with Target Corporation that helped shift the balance in the market. Ultimately, workers have now won union representation in the majority of the retail janitorial industry in the Twin Cities metro area, represented by SEIU Local 26. This is the first place in the country where this specific market is majority union.

Fight for \$15

CTUL organized fast food workers as part of the national Fight for \$15, leading to \$15 Minimum Wage ordinances passing in Minneapolis in 2017, and in Saint Paul in 2018. Our members spoke publicly about the need for a higher minimum wage, organized co-workers to strike, hosted events to explore and publicize the issue, and met directly with electeds to tell their stories and advocate for change.

Municipal Earned Sick and Safe Time

CTUL members played key roles in the coalition campaigns which led to strong Earned Sick and Safe Time (ESST) ordinances passing in Minneapolis and Saint Paul in 2016 and 2017, respectively. CTUL's worker-leaders conducted initial research, MC'ed public awareness raising events, organized their co-workers to strike in support of EEST, spoke to the press, and served on city-appointed boards to review potential elements of the draft ordinances.

These policies are among the most progressive in the nation and have become important tools in fighting the spread of COVID-19.

State and Municipal Wage Theft Protections

Since we formed in 2010 CTUL has been supporting workers in winning back stolen wages, but wage theft remains shockingly common in low-wage workplaces. Over time many unscrupulous employers have built wage theft into their business plans because workers so rarely fight back, and even when they do the consequences for employers are so minor that it makes better business sense to rip off their workers than to follow the law.

In 2019 CTUL shifted this unjust status quo in Minneapolis and statewide through the passage of a city ordinance and a state statute which put stronger tools to fight wage theft in the hands of workers and their advocates. These include potential denial of operating permits for repeat offenders and stronger protections against retaliation for workers who come forward.

Worker-Driven Enforcement of Labor Standards

Many laws intended to benefit working people, especially workers of color and immigrant workers, are ineffective because they don't include these workers in their creation and implementation. That's why CTUL has established a co-enforcement relationship with the cities of Minneapolis and Saint Paul, to assure that all workers benefit as intended from the city labor standards.

Through this program, organizers from CTUL as well as Awood Center and Restaurant Opportunities Center conduct worksite outreach to inform workers of their rights under the city labor standards. We also present train-the trainer workshops to cohorts of workers of color and immigrant workers so that they can educate others in their communities about their labor rights and how to take action if these rights are violated. We also meet periodically with city staff to talk about patterns of violations and strategize ways to increase workers awareness and employer compliance.



2020 Highlights

Community members and volunteers supporting the food distribution efforts at CTUL's building following the George Floyd protests.

January 2020

- Ricardo Batres trial sentencing: The first successful prosecution of a labor trafficking case in construction in the state.

February 2020

- Week of Action and Leadership School: Members from dozens of organizations and unions came together to learn about worker rights, tenant rights, and more!
- Housing Forum at Shir Tikvah uniting construction workers and renters to demand housing justice (below).

March 2020

- The COVID pandemic touches down in Minnesota, pivot to staff working from home and organizing online.

April 2020

- Board member Lloyd Brown participated on the Shared Power Advisory Committee, to advise city officials on worker safety during the pandemic.
- Defensores hosted a Know Your rights Training on Facebook live.



May 2020

- May Day and Caravan to Cancel Rent with Inquinlixs Unidxs (below)
- George Floyd is killed by the Minneapolis Police Department, sparking a months-long movement for racial justice globally.

June 2020

- Future Fighters' first ever Juneteenth Block Party and March (below)
- Mural created by Creatives After Curfew honoring George Floyd and portraits of CTUL leaders Lexi Collins and Kor-dell Franklin.

July 2020

- Members testify to Change the Charter Amendment in Minneapolis.





September 2020

- Minnesota Forum on COVID, Frontline Workers, and Racial Justice
- A new roof on CTUL's building (above, left).

October 2020

- Board member Marfa Malcom speaks at a United Nations meeting on violations of workers' rights in the United States.
- Building Dignity and Respect Launch

November 2020

- Together We Rise March (above, right): Our community rose from the ashes from the presidential election, the police killing of George Floyd, and COVID pandemic and demanded we cannot return back to normal but rather create a future where people of color, workers, tenants, and immigrant communities have a voice and families can thrive.

November 2020 (continued)

- CTUL's first Virtual Gala! We raised \$140K at the Gala this year.

December 2020

- Members testify at Minneapolis and St. Paul City Budget Hearings.
- 31 members participate in (online) Leadership School about power, organizing, racism, capitalism, sexism, workers rights, and COVID health and safety protections.







Member Information

CTUL members from the Defensores program after a meeting.

Worker Engagement and Leadership Development

Workers engage with CTUL on many different levels, from receiving basic information about their workplace rights to leading campaigns that win powerful systemic changes. Although the pandemic required shifting away from in-person outreach, **in 2020 CTUL made contact with thousands of workers.** One outreach highlight: in the early months of the pandemic, board member Lloyd Brown passed out more than 2,000 masks in north Minneapolis, giving away PPE as a way to connect with new community members and spread the word about CTUL.

Many workers first engage with CTUL around a specific injustice they are experiencing at work. In 2020 and the first quarter of 2021 more than 50 workers used what they learned through CTUL to **recover a total of \$60,132 in stolen wages** and to successfully advocate for policy changes in dozens of workplaces, including higher wages, stronger COVID safety measures, and access to paid sick days.

Dozens of workers took their leadership further with CTUL in 2020. This leadership development takes many forms and follows the principles of Popular Education, which centers learning through doing and connecting learners' past experiences to new skills and concepts.

20+ members told their stories publicly in 2020, working with CTUL organizers to hone their message and speak powerfully to the press and at meetings with decision makers like Governor Walz and City Councils of Minneapolis and Saint Paul. Workers also continue to develop as leaders by joining committees that steer CTUL's campaigns and programs. During 2020 members maintained **active committees for the Construction Campaign, the Defensores Program, and the Future Fighters** (CTUL's Black workers committee). A total of **41 workers completed advanced leadership training in 2020**, mostly through online

trainings, in topics including power mapping, peer organizing, staging nonviolent direct actions, and the intersectional nature of movements for racial, economic, and gender justice. These curricula are adapted to offer continuous learning for new and experienced participants alike; in 2020 board member Lexi Collins topped the list, attending a total of 23 CTUL trainings and events!

While CTUL engages people primarily as workers, 2020 made it more clear than ever that the fight for worker justice is deeply connected to fights for dignity and rights in other areas of our lives and identities. In 2020 CTUL members took part in larger campaigns to **cancel rent and mortgages** in response to the pandemic, and to **defund the police** in favor of investing instead in programs that build community wealth and community safety.

2020 also saw the conclusion of the **first construction labor trafficking case in Minnesota history**, made possible through the courage and persistence of members of CTUL's Construction Campaign. This has had reverberating impacts in the industry, putting developers on notice that they can no longer ignore workers' rights in pursuit of bigger and bigger profits.







COVID-19 Response

Masked volunteers helping distribute food, PPE, and other supplies at CTUL's building.

In mid-March, the COVID pandemic transformed the world as we know it. We mourn those who lost their lives, the in-person gatherings we could not share, and the many ways the most marginalized in our communities slipped through the cracks of safety steps during this time of crisis. While the pandemic was a time of historic greed from the .1%, it was also a time of historic worker and community organizing that brought us hope.

CTUL pointed out that during a pandemic, we cannot separate workers' rights from public health. When employers place workers at risk of exposure to COVID-19, they put the entire community at risk. CTUL members fought to ensure that essential workers have a voice in shaping our workplaces, playing a key role in forming a statewide Essential Workers Table, as well as a Downtown Minneapolis Workers Council. CTUL was also a part of a coalition organizing the Immigrant Family Fund, which provided immediate relief to hundreds of immigrant families in Minnesota.

During this time, CTUL staff made the switch to working from home and restructuring our traditional organizing model into a digital model. The pandemic dramatically shifted our goals and priorities for the year, but we continued forward and made important changes and adjustments in order to continue forward with our goals and vision.

During this time of immense uncertainty and need, our organizers were overwhelmed with questions about accessing unemployment benefits, housing benefits, food shelves, and other resources. To meet this need, CTUL hired 3 members into the Navigator's Program that connected members and others in need of assistance navigating the various resources in both English and Spanish. This temporary program successfully linked hundreds of people with the resources they needed along with linking workers to potential CTUL campaigns and organizing efforts.



George Floyd Response

*Vinee Adams, CTUL member,
speaking at the George Floyd
memorial.*

On May 25th 2020, a Minneapolis Police officer killed George Floyd on the corner of 38th and Chicago, down the block from CTUL's building. This injustice happened in our community, where we gather and expect to be safe. The Minneapolis Police Department has terrorized Black communities for over 150 years in our city. This isn't just about a few officers, but institutional racism and police violence that plague our community.

Members, staff, and the CTUL building played a key role in distributing resources during protests including masks, gloves, water, PPE, and other supplies. Together with the Central Area Neighborhood Development Organization, between May 27th to June 5th, CTUL's building was a distribution center for neighbors to get essential supplies including food, household items, hygienic products, fire extinguishers.

The George Floyd Uprising has laid bare the reality of hundreds of years of racist oppression and systemic wealth extraction from poor communities. We now have the opportunity to rise from the ashes and rebuild in ways that break this pattern and instead invest deeply in our communities, building wealth and power for ourselves and future generations. That's why CTUL and 4 key movement partners have established the RiseUp Campaign, which champions innovative, community-led approaches in construction, housing, public safety as alternatives to post-uprising redevelopment that serves the interests of the .1%.

The police killing of George Floyd has been one of the most painful sparks in our city's history that led to months of demonstrations in Minneapolis and globally. At CTUL we understand that the fight for workers rights and the fight against police violence go hand-in-hand. The fight continues.



Financials

Members of CTUL's Worker Solidarity Committee dropping a banner over the highway at a march to cancel rent in the wake of pandemic with partner organization, Inquilinx Unidxs.

Centro de Trabajadores Unidos en la Lucha (CTUL), has managed financial statements in accordance with accounting principles generally accepted in the United States of America, adopted for non-profits entities. We value your trust and support for workers' rights and social justice.

2020 was an unusual year all around with a series of unexpected crises, from a global pandemic to the police killing of George Floyd to the increasing attacks of right-wing groups. In the midst of all these crises, our individual and organizational partners stepped up to support the movement, which led to a significant jump in unexpected income over the course of the year. The resulting large surplus in 2020 has allowed us to pivot, turning crises into opportunities for systemic change that get to the root causes of those crises. We are thankful to all of our partners and donors for your trust in us, and we look forward to working together in 2021 and beyond to fight for long-term, systemic change ensuring racial, economic and gender justice.

During the uprising in the wake of George Floyd's murder, we raised about \$240,000 from individuals and foundations; this money has been set aside for developing Black leadership within CTUL over the next few years.

Additional funding we received in 2020 is going towards hiring four new administrative and organizing staff in 2021, paying for a new roof, increasing staff salaries to be more comparable to other local nonprofits, and covering general operating expenses.

For questions regarding individual donors contact Sheff
Sheffield: sheff@ctul.net.

For general finance questions contact Dienner Lazo:
dienner@ctul.net.

Support and Revenue

| | |
|--------------------------|-----------------------|
| Foundations | \$1,209,990.82 |
| Restricted Funds* | \$486,362.13 |
| Government Grants | \$437,915.12 |
| Individual Contributions | \$386,330.11 |
| Fundraising Events | \$129,955.00 |
| Ally Organizations | \$62,155.76 |
| Earned Revenue | \$29,189.40 |
| TOTAL | \$2,741,898.34 |

**funds from previous year, cashed in 2020*

Expenses by Area

| | |
|--------------------------------------|-----------------------|
| Payroll Expenses | \$1,205,087.92 |
| Reserves | \$404,500.56 |
| Re-granting | \$222,895.00 |
| Mortgage | \$194,350.94 |
| Contract Services | \$106,107.73 |
| Program Expenses | \$59,551.67 |
| Contributions to Other Organizations | \$50,000.00 |
| Worker Relief — Lost Work | \$45,210.49 |
| Operations | \$43,128.07 |
| Facilities and Equipment | \$37,904.52 |
| Fundraising Event Expenses | \$21,290.93 |
| Other Insurance | \$14,338.00 |
| Professional Development | \$9,409.48 |
| Fixed Asset — Equipment | \$3,910.06 |
| TOTAL | \$2,417,685.37 |

Support from Foundations and Ally Organizations

New Foundation Funders in 2020

The Holthues Trust
Jag Molina Family Foundation
The Mark Welter Foundation
The McKnight Foundation
The Nint Foundation
RSF Social Finance
Vanguard Charitable Fund

Returning and Multi-Year Foundation Funders

Blue Cross Blue Shield Foundation of MN
Evangelical Lutheran Church of America Domestic Hunger Fund
The Ford Foundation
Headwaters Foundation for Justice
Humanity United Foundations Pathways to Freedom Fund
Jobs with Justice Education Fund
The Michael and Alice Kuhn Family Foundation
Labor Innovations for the Twenty-first Century (LIFT) Fund
The Minneapolis Foundation
The Needmor Fund
Otto Bremer Trust
The Saint Paul and Minnesota Foundations
Still Ain't Satisfied Foundation
The Partnership Fund
The Radical Imagination Family Foundation
The Rockefeller Family Foundation (through a regrant from Take Action MN)
The Voqal Fund
The Workers Lab

2020 Ally Organization Funders

Arise Chicago
Dual Citizen Brewing
Department of Chicano and Latino Studies UMN
Fair State Brewing Cooperative
Family Tree, Inc.
Guardian Angels Church
HECUA (Higher Education Consortium for Urban Affairs)
Holy Trinity ELCA Church
Laborers District Council of MN & ND
Latino Economic Development Center
Minneapolis College of Art and Design
Minnesota NOW
Minnesota Nurses Association
MN 350
National Employment Law Project
North Central States Regional Council of Carpenters
Northfield Curbside Compost
SEIU Healthcare
SEIU Local 26
SEIU Minnesota State Council
Seward Co-Ops (SEED Fund)
SK Coffee
Solidago Foundation
Solidaire Network
The Naomi Project
The Workmen's Circle Arbiter Ring
Twin Cities Co-op Partners (Change Matters Fund)
University Lutheran Church of Hope
Wild Rumpus Bookstore

2020 Gala Sponsors

Adam Hansen and Apollo Law
Advocates for Human Rights

Amalgamated Transit Union
American Postal Workers Union
La Cocina de Ana
BCTGM Local 22
Cement Masons & Plasterers Local 633
Construction and General Laborers Local 563
CWA Minnesota
Davis Law Office
DeLeon & Nestor LLC
East Side Freedom Library
Education Minnesota
Hart Law Office
Holy Trinity Lutheran Church
IBEW Local 292
Inquilinx Unidxs Por Justicia
Ironworkers Local 512
ISALAH
Jesse Drews
Jewish Community Action
Labor Education Service
Laborers District Council of MN & ND
Land Stewardship Project
Law Office of Timothy Phillips
LIUNA Great Lakes Region
Lyndale UCC
Miller O'Brien Jensen, P.A.
Minneapolis Building and Construction Trades Council
Minneapolis Federation of Teachers Local 59
Minneapolis Regional Labor Federation
Minneapolis Regional Retiree Council
Minnesota AFL-CIO
Minnesota Nurses Association
Minnesota Association of Professional Employees
MN 350
National Employment Law Project (NELP)
Nichols Kaster PLLP

Our Revolution Twin Cities
Plasterers Local 265
Rehab Results, LLC
Resource Generation National
Roofers Local 96
SEIU Healthcare
SEIU Local 284
SEIU Minnesota State Council
Sierra Club North Star Chapter
St. Paul Federation of Teachers Local 28
St. Paul Regional Labor Federation AFL-CIO
UFCW Local 663
UFCW Local 1189
Voices for Racial Justice







Allies and Donors

*Housing Forum at Shir Tikvah
uniting construction workers and
renters to demand housing justice.*

Worker Solidarity Committee Mission

The Workers Solidarity Committee exists to build solidarity with, and follow the leadership of, workers who are leading the fight against the 1%. We take on projects and day to day support needs in order to increase capacity for workers to lead campaigns against racial capitalism and its exploitation. This is done in understanding that we too have a stake in ending racial capitalism for the freedom of all peoples. We do this work because we understand that our liberation is bound up with the liberation of all workers.

We strive to build relationships with each other and with the worker base of CTUL in order to ground our work in community and collective struggle. We envision a world in which every worker has dignity, respect, a voice in their workplaces and in their communities. We struggle for this to improve the lives of present and future generations.

- In 2020, the Worker Solidarity Committee had 12 members.
- We ran our second CTUL Solidarity Praxis Group from January through May 2020. A group of 10 community members came together to talk about race and class, fundraise for CTUL, and build community. The pandemic shifted the course of our sessions, but we continued to meet online, fundraise, and connect.
- Volunteers showed up through CANDO and CTUL during the pandemic and uprising to support our food and supplies distribution effort.
- We hosted 2 info sessions to build our ally base. One of these info sessions was with our new Action Squad, which is a committee set up to support actions and events a few times a year.
- WSC coordinated a banner drop for the “Cancel the Rent” Action on May 1st, 2020.

Individual Donors

Thank you to ALL our donors who gave money to CTUL in 2020. We were humbled by the outpouring of support, and in particular an unprecedented wave of contributions from donors in the Twin Cities and across the country who gave less than \$500. We know we are most powerful as an organization when we are resourced by people and organizations that align with our values, and this flood of grassroots support was a huge boost for us in 2020 and beyond. We are so grateful to be building power with you all!

Donor Numbers

Small donors (people who gave less than \$500 in 2020)

Total donations: \$191,592.11

Total donors: 2700+

Medium donors (people who gave between \$500 and \$1999 in 2020)

Total donations: \$71,389.34

Total donors: 95

Major donors (people who gave \$2000 and up in 2020)

Total donations: \$125,004.60

Total donors: 25

CTUL has played a big role in my education as an activist and as an organizer. Showing up at CTUL actions and events has radicalized me, strengthened my political analysis, and shown me what is possible when people step into their power and organize collectively. I give money because it is a part of the necessary infrastructure to keep CTUL going, and I show up to CTUL spaces because it fuels my sense of hope and dedication to building a world where everyone's needs are met and everyone lives a life of dignity.

—Helen Forsythe, monthly donor since 2015





In the News

*Ericka Lopez, CTUL member,
interviewed in her home by Minnesota
Public Radio.*

MPR Story with Ericka:

<https://www.mprnews.org/story/2020/03/05/what-its-like-to-support-a-family-on-1250-an-hour>

“A lot of people say, ‘Well, they’re just at McDonald’s making hamburgers, they don’t deserve more money,’” Lopez said. “They don’t see how hard we work, how much we are producing, how much profit we are making for the bosses and for the company. We deserve to live with a fair wage.”

Vice Story with Erik:

<https://www.vice.com/en/article/bvgy3z/his-boss-lied-to-him-stole-his-wages-and-threatened-to-deport-him>

“Diaz thinks that workers need to know when they are being mistreated, and speak up. “If I’m working for a contractor, I have the right to receive reimbursement or compensation for [an] injury,” Diaz said. “I’ve confronted a lot of people who say, you know, I always get my check on time. But they don’t realize that they’re stealing a lot of money from them.”

“Sometimes people are forced to work against their will. Sometimes they are forced to work in bad weather conditions. And a lot of times there aren’t any safety precautions at work,” he added. “You have to know your rights as a worker.”

Dissent Story with Shenda:

<https://www.dissentmagazine.org/blog/a-minneapolis-worker-center-becomes-a-hub-of-protest>

“Whether it is low wages, abusive bosses, or police brutality, our community is in a lot of pain,” Shenda Kaze said. “There are so many injustices I have witnessed firsthand that never make the news. Minneapolis definitely needs to change.”

KARE11 Story with Eric for Juneteenth (below):

<https://kstp.com/news/without-each-other-we-will-not-make-it-crowds-celebrate-juneteenth-across-the-twin-cities-june-19-2020/5765462/>

“Juneteenth being a celebration of freedom, we as a community are starting to realize we were never free,” Willis said. “The police and prison systems still keep us enslaved to this day.”

Mayela from WorkDay:

<https://workdayminnesota.org/the-system-has-forgotten-us/>

“I came to the US with nothing. Just the clothes I had on, but I came with the hope of improving, getting better. Fighting for what I have never had.”

Mayela tells her kids. “In every place where you stand there is a place for you. If they try to remove you, fight for your place.”







2020 Staff

*CTUL staff at a retreat in January
2020.*

Israel Aranda: Organizer, Construction Campaign
Eduardo Cardenas: Navigator Principal
Jilian Clearman: Director of Development
Mayela de la Rosa: Navigator
Lucila Dominguez: Organizer, Defensores
Rachel English: Research Coordinator
Isabela Escalona: Communication
Carlos Garcia Velasco: Lead, Construction
Indira Garmendia Alfaro: Lead, Defensores
Luna Gebriel: Ally Organizer
Chrishenda Kazee Clerk: Navigator
Rebecca Kellen de Trujillo: Finance & Operations Director
Dienner Lazo: Lead, Finance
Gerania Mata-Guzman: Organizer, Downtown
Valentina Mckenzie: Organizer, Defensores
Veronica Mendez Moore: Co-Director
Eustaquio Orozco Verdusco: Organizer, Construction Campaign
Camila Pacheco-Fores: Legal Coordinator
Carlos Parra Olivera: Organizer, Downtown
Brian Payne: Co-Director
Margret Ritschel: Logistic & Operations
Ruth Schultz: Organizer Director
Santana Serrano Vargas: Organizer, Construction Campaign
Sheff Sheffield: Donor Organizer
Taylor Shevey: Organizer Lead, Downtown
Edisson Vera Arevalo: Navigator

Cover Photos

Top Left: We Rise Together March on November 8th, 2020 for real democracy led by workers, renters, immigrant communities and communities of color.

Top Right: Henry Scott, CTUL member, raising his fist at the We Rise Together March.

Bottom Left: Mayela de la Rosa, CTUL member, marching on the first day of protests following the police murder of George Floyd.

Bottom Right: CTUL members in small groups at a member meeting.

Inside Cover Photo

Mural on CTUL's building of Future Fighter's leaders Lexi Collins and Kordell Franklin.

Design and Layout: Daniel Martin, danmartin.net

