



CTUL



2 0 2 1 A N N U A L R E P O R T



MISSION

CTUL 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.

MEMBER PRINCIPLES

“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; and

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 DIRECTORS AND BOARD

Dear Friends,

Greetings from the Co-Directors and Board,
With support from our allies, we continue to build worker power. Thank you!

Worker leadership and systems change are at the core of all our work. 2021 was a pivotal year in moving our mission forward. Members dedicated hundreds of hours planning, taking action and participating in leadership training. Members created new tools for worker power through co-enforcement relationships with the City of Minneapolis and the Building Dignity and Respect (BDR) Program. Workers launched the Construction Campaign and continued to fight for Essential Worker Pay for all workers.

Throughout a year of continued pandemic upheaval and systemic violence, we leaned into relationships, fine-tuning through the challenges of remote work, being innovative with digital organizing and, when possible, being together with in person gatherings. As a community we navigated the changing landscape of the pandemic and met the moment with deep gratitude for the resilience and strength of our base. As a community we worked to build solidarity and confront harmful narratives that seek to further divide us. Our programs focused on building understanding and shared power across race, class, gender, and other marginalized identities.

As you may know, our organization grew this past year, and we welcomed 13 new staff into our community! This has grown our capacity not only to build power within our base, but also to invest in strengthening our broader ecosystem.

CTUL helped establish Tending the Soil (TTS, an alliance of six-BIPOC led organizations in the Twin Cities), the Workers Confluence Fund (a pooled fund that invests in partnerships between unions and community organizations), and Building Dignity and Respect Standards Council (BDC, a new monitoring program in non-union construction work in the Twin Cities). CTUL also recognized a staff union, and we are in negotiations with staff to establish a first contract.

Our mission lives on through our continued movement in organizing and educating workers, and we are grateful for our partners, allies, and community as we step into this next chapter together.

In solidarity and care,

Veronica and Merle
CTUL Co-directors

2021 CTUL Board

BOARD MEMBERS



Lloyd Brown



Lexi Collins



Tawnelzs El Bey



Roberto Jacobo



Gracie Linblad
(Ally Member)



Marfa Malcolm



Silvia Martinez



Janet Molino



Maria Vasquez

2021 STAFF

Israel Aranda	Organizer	Veronica Mendez Moore	Co-Director
Eduardo Cardenas	Building Logistics Coordinator	Sumaya Mo' Allin	Organizer
Jilian Clearman	Fundraising Lead	Cecilia Moulton-PirkI	Fundraising Associate
Lucila Dominguez	Organizer	Cody Oesterreich	Navigator
Isabela Escalona	Communications Organizer	Eustaquio Orozco	Organizer
Carlos Garcia Velasco	Construction Lead	Carlos Parra	Organizer
Indira Garmendia	Defensores Lead	Merle Payne	Co-Director
Luna Gebriel	Ally & Logistics Organizer	Maria Perez	Organizer
Karina Genis	Operations & Administration Coordinator	Alissa Pollard	Digital Organizer
Toni Geurts	Movement Grants Administrator	Matt Riley	Organizer
Tate Hornof	Organizer	Ruth Schultz	Organizing Director
Dienner Lazo	Finance and Operations Director	Sheff Sheffield	Donor Organizer
Gerania Mata	Organizer	Taylor Shevey	Lead Organizer
		Drew Sieplinga	HR Lead and Office Manager
		Kali Suchy	Strategic Campaigner
		Eric Willis	Organizer

WORKER POWER

CTUL'S long term vision is an economy that works for working people. In 2021, we organized to create momentum around systems change for workers in the Twin Cities. Through a year of continued upheaval due to the intersecting pandemics of COVID-19 and systemic racism, members in CTUL programs organized to fight for a voice in the workplace and in the community.

The nature of systems change work is long-term and multi-faceted. In 2021 workers in each of CTUL's programs: Defensores, Future Fighters, Construction Campaign and the Downtown Workers Council, organized to strengthen the movement to win racial, gender and economic justice.

CONSTRUCTION CAMPAIGN 2021:

Non-union construction workers in the Twin Cities face horrific abuses of labor rights, including rampant wage theft, dangerous working conditions, and at the extreme, labor trafficking. The Construction Campaign is a worker-led campaign for non-union workers to bring their voice, experiences and leadership to education and improve conditions in the construction industry. Last year we continued to partner with the Building Dignity and Respect Standards Council (BDC) to establish the Building Dignity and Respect (BDR) Program, based on the Worker-driven Social Responsibility (WSR) framework for systemic change. 2021 was a pivotal year, culminating in the launch of the campaign and an invitation to developers join BDR!

Finalizing the BDR Program

BDC is the non-profit partner organization created in 2020 as the body that will monitor the Building Dignity and Respects Program (BDR). Finalizing the code of conduct document was an integral step of being both worker led-system change and creating tools that hold developers accountable to workers. This document is a living document, and as it is put into use in the field workers will have a voice in its continued development.

Creating Librito: Policy change in action

The BDR Code of Conduct is an important legal tool for accountability. We saw the need to create a translational document written by and for workers to use in the field to understand their rights under the program. Last summer, 16 workers came together every Tuesday to create this Popular Education tool for workers to share information about wage theft, worker rights, racial justice and the BDR Code of Conduct. We are excited to share Librito publicly in the future.

Public Launch: An Invitation to Developers

After years of leadership development, base building and research, workers in the construction campaign launched their campaign by inviting eleven powerful developers that have a stake in the Minneapolis housing market to listen to worker stories and sign onto the Building Dignity and Respect (BDR) Program.

Eyes on the Prize:

With an innovative partnership with Mid-Minnesota Legal Aid, CTUL organizers were able to support cases of wage theft strategically. This innovative partnership continued to support worker's individual wage theft fights, while allowing organizers to focus on key wage theft cases and develop worker's leadership for the next steps.

DOWNTOWN PROGRAMS

Downtown Essential Workers Council:

CTUL advocated for and established the Downtown Essential Workers Council in 2021 as a subcommittee within the City of Minneapolis's Workplace Advisory Council! In this group, workers come together from different industries including food service, hospitality, security, dancers, and janitorial to share their stories and make recommendations to the City Council and the Mayor's office on worker safety. The Workplace Advisory Council is a space for workers to bring their experiences working Downtown through the pandemic as well as other issues that affect workers' health and wellbeing.

Co-Enforcement:

In 2021 CTUL continued partnering with The City of Minneapolis in a worker-driven co-enforcement approach to municipal labor standards. This innovative and proactive approach was launched in 2018 after advocacy from CTUL to address the gaps in standard labor enforcement practices by engaging organizations with strong networks of relationships in BIPOC and immigrant communities to educate workers about their rights and strategize with the City on how to address patterns of violations that persist in low-wage industries. Our 2021 co-enforcement partners were The AWOOD Center, and Restaurant Opportunities Center (ROC).

Essential Worker Organizing:

Throughout the pandemic, essential workers have been celebrated and yet asked to continue to put their lives on the line. Failures to take action and create policies that protect all workers left millions of dollars stuck in the Minnesota legislature. CTUL workers and partners have been boots on the ground putting pressure on the elected officials to include all workers as essential workers and release the fund to the people!

***While this report highlights CTUL's work in 2021, it would be remiss to not mention that this fight was won in 2022! \$500 million was passed for Frontline Worker Pay.**

DEFENSORES:

Defensores is a program focused on Leadership Development and Labor Education. We fight against violations of labor rights in the workplace to build power with workers from different industries who have historically been marginalized due to their race, immigration status, gender, and class in and around the Twin Cities. Defensores is a political and educational home for workers from all backgrounds and industries.

Digital outreach & The Voice of the Worker

Last year Defensores organizers expanded their digital organizing toolkit by holding monthly Facebook Live conversations for workers to learn about worker rights, wage theft, and discrimination. Using digital organizing helps us connect with members on well-known and easy to use and share platforms. We will continue this outreach in 2022

New Campaigns:

In 2021 New Campaigns continued to be an essential and safe space for new workers to first engage with CTUL. The New Campaigns program offers a workers rights hotline and a twice monthly drop-in meeting space for workers to meet with an organizer and other workers to talk over wage theft, discrimination, sexual harassment in the work place and other challenges they are facing. Through learning about their rights and developing their leadership, workers gain knowledge and skills to lead their fight and organize others.

Black and Brown Solidarity training:

This year 16 CTUL members attended a 12-hour training to confront anti-Blackness and build solidarity between LatinE and Black communities. This curriculum was developed by CTUL organizers to address internal biases, and how racial capitalism further isolates and divides exploited communities, while the top 1% profit off disconnection.



FUTURE FIGHTERS 2021:

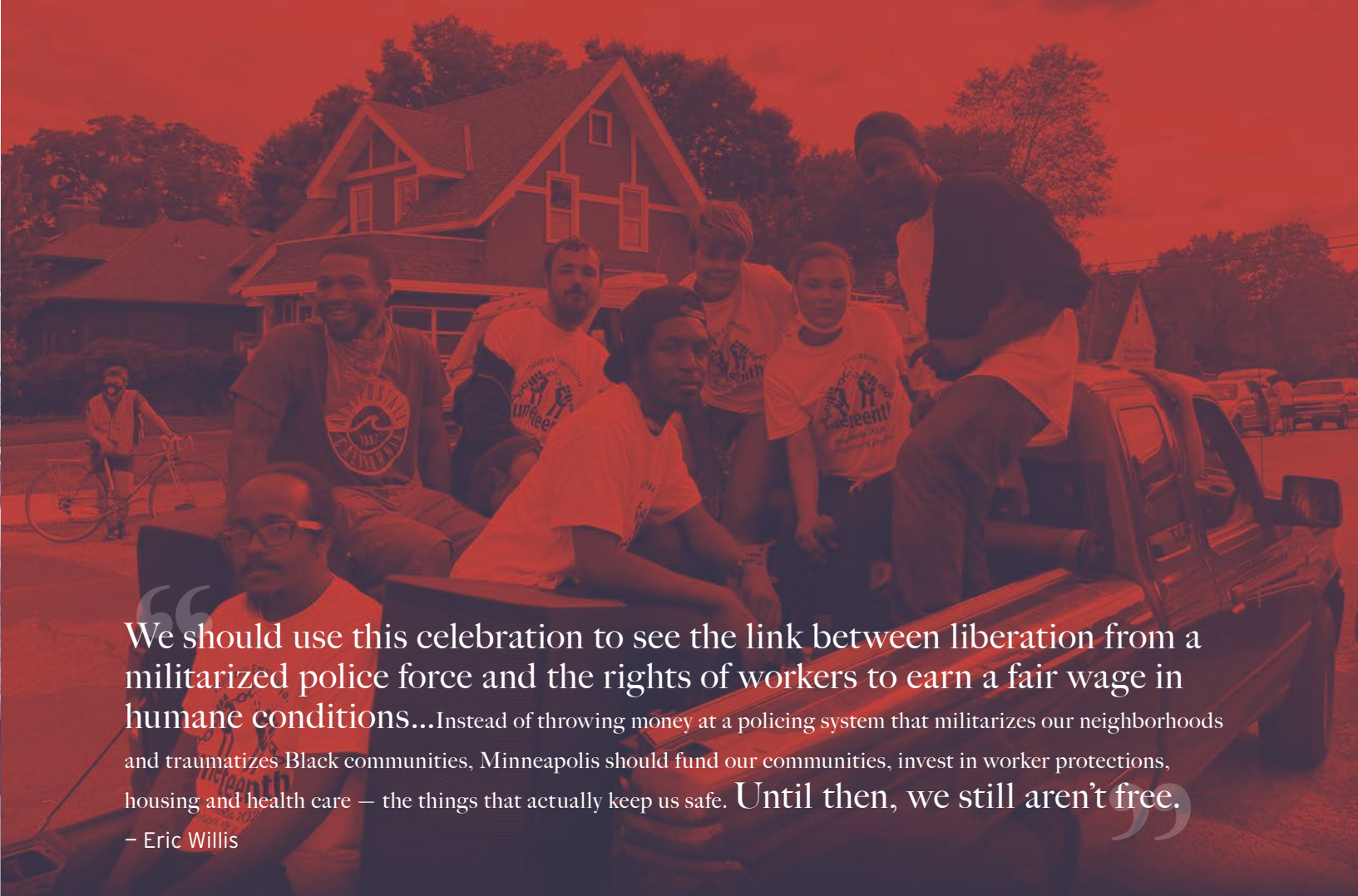
Future Fighters is the all Black workers committee within Defensores focusing on the issues Black workers face, developing Black and Brown solidarity curriculum, combating anti-Blackness, and organizing an annual Juneteenth event.

Community Safety:

In 2021 Future Fighters members took part in the campaign to defund the police and reinvest those funds into other programs that actually keep communities safe, such as worker protections, additional wage theft investigators, and other social programs. Members took on leadership roles through public speaking, door knocking, education and outreach.

Juneteenth

In 2021 the CTUL Future Fighters partnered with Black Visions to organize and celebrate Juneteenth. This event was a space for community, connection, and joy. In the morning, organizers and members facilitated The People’s Assembly, a Black-only space designed to bring folks together across different experiences and to have conversations about what they want for the future. CTUL member and organizer Eric Willis speaks on his experiences in an op-ed:



“We should use this celebration to see the link between liberation from a militarized police force and the rights of workers to earn a fair wage in humane conditions....Instead of throwing money at a policing system that militarizes our neighborhoods and traumatizes Black communities, Minneapolis should fund our communities, invest in worker protections, housing and health care — the things that actually keep us safe. Until then, we still aren’t free.”
— Eric Willis

A L L B A S E

Advocating for continued Worker Protections in the Minneapolis City Budget:

Members of the Defensores, Future Fighters, and the Downtown Workers Council stood together with other organizations to advocate for funding in the Minneapolis annual budget for more worker protections. This group of powerful workers not only secured another year of funding for existing labor standards enforcement programs, they increased the budget by \$100,000! CTUL members shared with council members the essential role of worker centers in ensuring workers know their rights and will report when employers don't respect those rights.

CTUL Member Virginia shares powerfully at a public hearing:

“The reality is that there are so many injustices happening in our workplaces. One of the most important things I learned at CTUL is that I have the right to speak up, and the right to be respected as a human being at work. I am now educating others in my community about our rights. So many people don't know what rights they have, and this is why we need to invest in co-enforcement in Minneapolis, because we need to reach a lot more workers.”

Escuelita:

Escuelita, the condensed, online version of CTUL's Leadership School, had a very successful year in 2021! Twenty-one workers graduated from Escuelita and 4 CTUL members returned from 2020 to train their peers. We are hopeful that in 2022 we will return to a week-long training school that will be held in person as a part of our Week of Action.



A L L I E S

Worker Solidarity Committee:

The Worker Solidarity Committee (WSC) is a group of allies committed to support CTUL's campaigns led by directly impacted workers. This group meets with the understanding that folks with privilege also have a stake in ending racial capitalism and building towards the freedom of all peoples. We do this work because we understand that our liberation is bound up with the liberation of all workers. WSC members add volunteer capacity to CTUL's campaigns and develop their political analysis and organizing skills through the committee.

Minneapolis Mapping Project:

In 2021 CTUL began the Minneapolis Mapping Project (MMP) as a way to engage allies in monitoring construction in high development wards. This is an ongoing project that engages community members of specific high-development neighborhoods in a conversation about who owns the Twin Cities and preventing labor abuses from happening in our backyards. The Minneapolis Mapping Project creates new opportunities for community members to support CTUL's construction worker base.

POWER LAB/ CONFLUENCE FUND:

Innovation and collaboration are part of CTUL's DNA; this is clear from our beginnings 15 years ago as a program of the Workers Interfaith Network, in our leadership on coalition campaigns like the Fight for 15, and in the intersectional lens we strive to apply in every aspect of our organizing for systemic change. After moving into our new center for worker and community organizing in 2017, CTUL stepped more consciously into the role of hub and incubator for movement collaboration and innovation, and in 2021 we consolidated this work under the title CTUL Power Lab.

The CTUL Power Lab serves as a home CTUL's work strengthening connectivity and growing capacity for the wider ecosystem of peoples' organizations in the Twin Cities. Past and current projects:

- **The Building Dignity and Respect (BDR)** Program emerged out of the need identified by CTUL's Construction Campaign for a standard setting and monitoring program that could hold real estate developers accountable for the conditions experienced by workers on their job sites, regardless of how many layers of contractors lay between them. Building Dignity and Respect Standards Council (BDC) formed in 2019 as the monitoring program for BDR and launched publicly as a 501c3 in 2021.
- **The Worker-driven Co-enforcement Collaborative** is a partnership between the Minneapolis Labor Standards Enforcement Division (LSED) and a CTUL-led coalition of peoples' organizations to assure that even the most vulnerable workers benefit as intended from labor standards like minimum wage and paid sick days.
- **Tending the Soil** is an alignment of 6 BIPOC- and immigrant-led base-building organizations seeking to increase our impact by building deep trust and collective capacity. The power structure maintains itself through pitting BIPOC and immigrant communities against one another for resources and for a seat at the table. Through Tending the Soil we are rejecting these divisions and building a more equitable future together. CTUL is currently the fiscal host for Tending The Soil, which aims to secure 501c3 status in 2023.
- **The Workers Confluence Fund of Minnesota (WFC)** is a groundbreaking new engine for drawing together disparate threads within the labor movement and funding innovative projects to build worker power. Guided by a steering committee made up of labor unions, worker centers and foundations, WCF is fiscally hosted by Working Partnerships and staffed in-kind by CTUL and Minneapolis Regional Labor Federation.

STAFF UNION

In June 2021, CTUL rank and file staff announced they had organized a staff union with Minnesota Newspaper and Communications Guild of America, bolstered by the unanimous support of rank and file workers. CTUL directors and board members voluntarily recognized the union shortly after the announcement. CTUL workers and management started contract negotiations in December 2021. **As an organization, we see the union as part of how we build the most powerful CTUL, an organization that truly stands in solidarity and builds power with all workers.**

We are currently negotiating our first contract and look forward to sharing our collective power with you.



2021 YEAR IN REVIEW

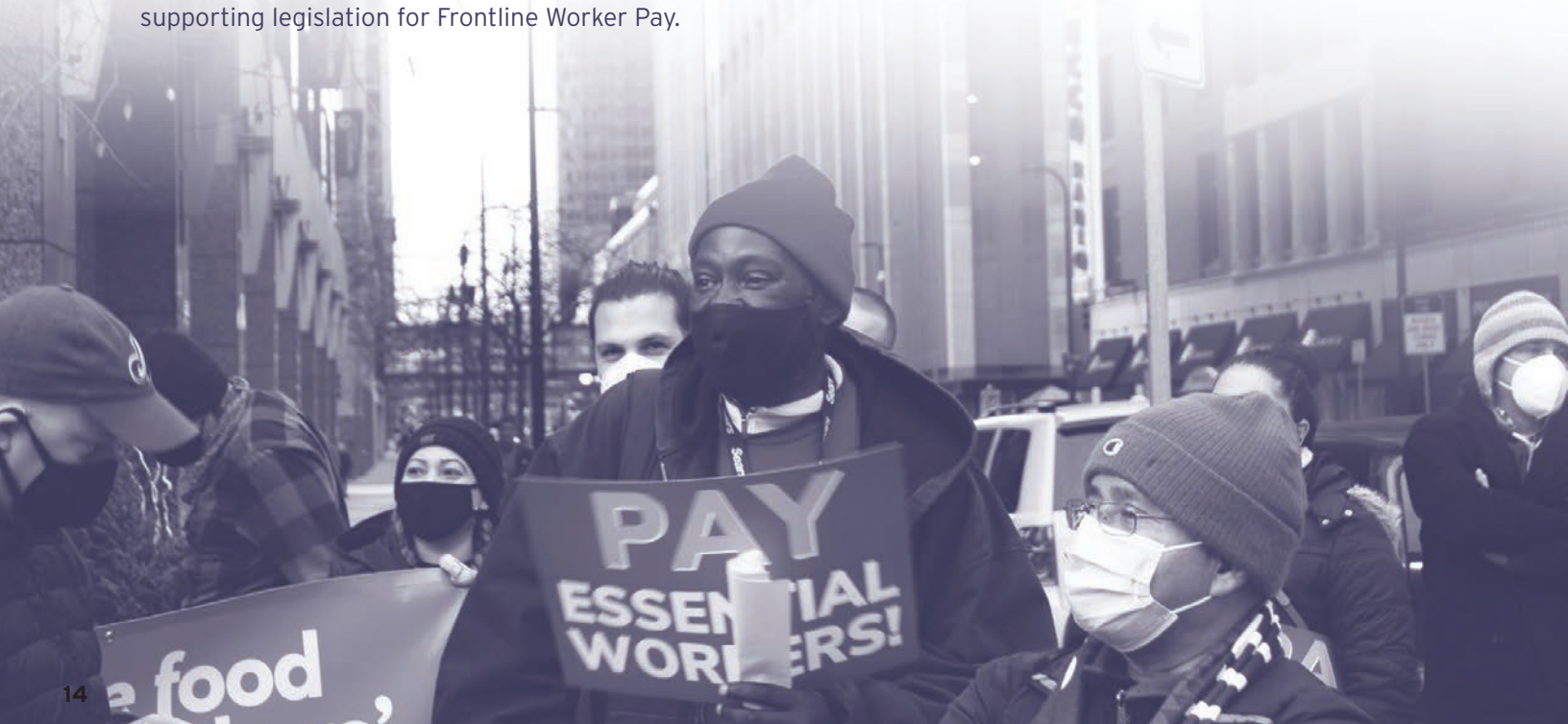
COVID UPDATES:

In March 2020 the COVID-19 pandemic transformed the world as we know it. In the second year of the pandemic, with variant spikes ebbing and flowing, we continued to fight for the safety measures, equitable working conditions, wages, and dignity that our workers, members, staff, and community deserve. CTUL stands by the fact that during a pandemic, we cannot separate workers' rights from public health. When employers place workers at risk of exposure to COVID, they put the entire community at risk.

As COVID-19 infection rates have spiked, we have had workers and organizers exposed to confirmed cases. In 2021, the late-stage pandemic recovery continued to impact the labor economy and its workforce. Minneapolis (along with the rest of the state and nation) remains in an unprecedented labor market, unseen in decades, of mass resignations, low hiring rates, and high open rates. This has led to a chronic staffing shortage across industries, resulting in an overworked, highly stressed workforce. A revolving door of burnout and turnover was already rampant within low-wage industries, however the current economy has exacerbated these issues.

Throughout 2021 CTUL has ramped up our in-person meetings across the organization between member meetings, committee meetings, and staff meetings. We continue to navigate COVID-19 safety precautions with workers and members, even as we're in the field more and restrictions have loosened. In some cases this continues to present challenges with effective face to face conversations due to workplaces being generally short staffed, preventing workers from being able to have long conversations with organizers and/or they are in a hurry to leave work for other obligations. Our Digital Organizing strategy continues to grow and be a core part of our strategic outreach and base building within our Downtown committee.

CTUL members continue to fight to ensure that essential workers have a voice in shaping our workplaces, playing a key role in a statewide Essential Workers Table, Downtown Minneapolis Workers Council, and supporting legislation for Frontline Worker Pay.



NEWS AND PRESS

Storytelling is a key part of building member's leadership and sparking change in the movement for workers rights. Check out our website under 'Press and Reports' to read all our press clips from 2021 and through the years.

Public safety in Minneapolis for Prism, by Cirien Saadeh featuring Eric Willis:

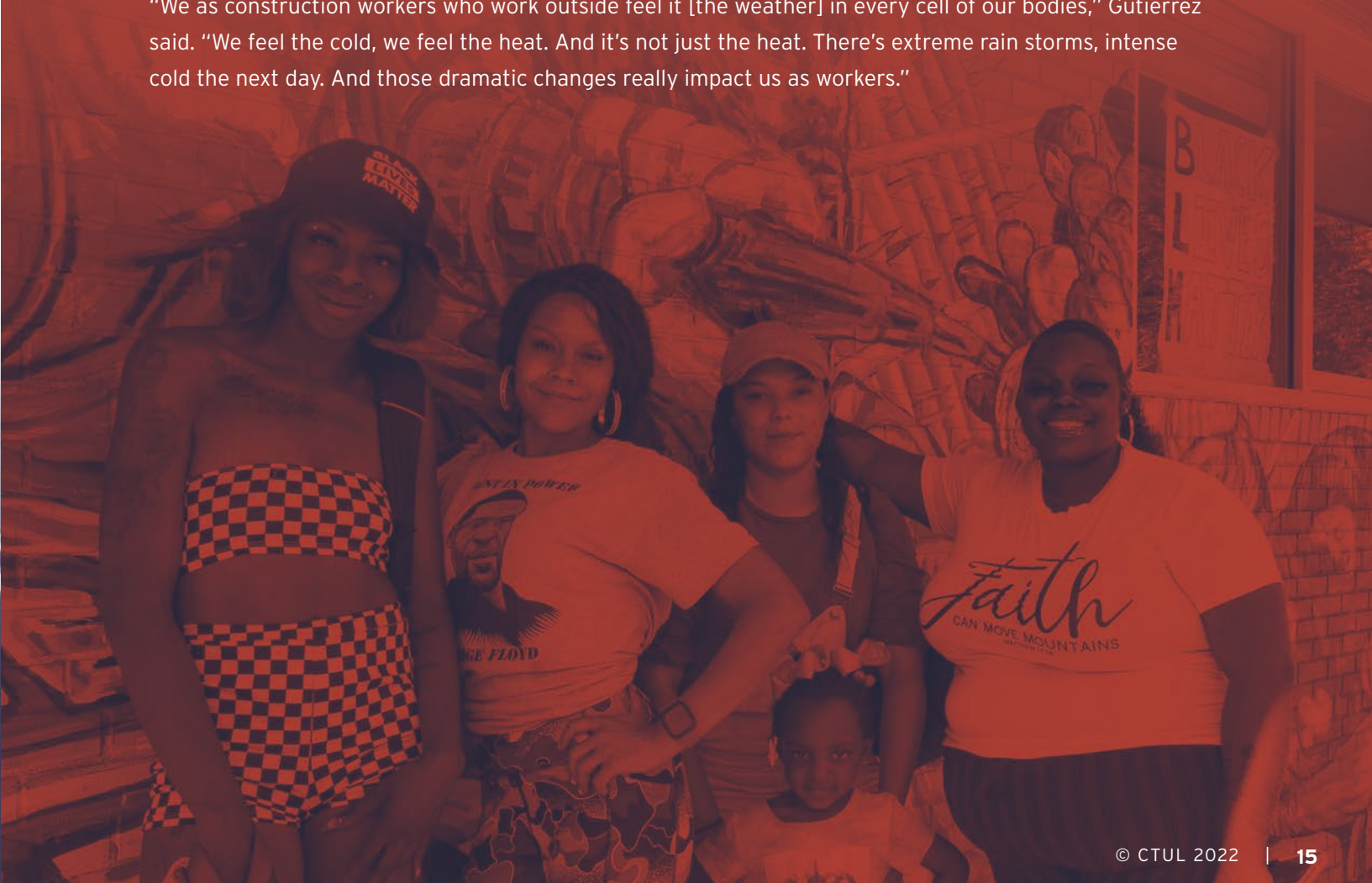
"Here in Minneapolis, we only have two city employees focusing on wage theft. As many officers as we have working on small crimes or petty crimes, we only have two advocates working on wage theft throughout the city. We need to take a look at the budget and where our priorities are."

Series on workers center with The American Prospect, by Michelle Chen featuring board member Silvia Martinez and co-director Merle Payne:

Silvia Martinez, who joined the group around the time it began campaigning against Target, recalls that seeing a group of cleaning workers directly confronting the executive of one of the area's largest employers showed her that "when we have more workers coming together, we can get stuff done, and we change things. It made me feel like I'm one small part of something bigger."

Climate change and outdoors workers for MinnPost, by Yasmine Askari featuring Maximo Gutierrez

"We as construction workers who work outside feel it [the weather] in every cell of our bodies," Gutierrez said. "We feel the cold, we feel the heat. And it's not just the heat. There's extreme rain storms, intense cold the next day. And those dramatic changes really impact us as workers."



FINANCIALS

FUNDRAISING EVENTS:

In 2021, we adapted our Annual Pancake Brunch and Annual Gala to meet the ever-changing conditions of the COVID-19 pandemic. In April, we hosted an outdoor pick-up brunch and bake sale in collaboration with Eat for Equity, and organized a mutual aid drive at Du Nord Community Market. We raised over \$17,000 in support of CTUL, and organized 1,742 pounds of supplies for the community market.

For our gala, we hosted a hybrid event with a virtual program over Zoom and an outdoor mingling space with live music, a raffle, and light snacks and drinks. We raised \$111,845 from our organizational sponsors, and \$47,701.58 from individual donors.

14 construction leaders involved in the creation of Librito—a Popular Education tool to inform construction workers of their rights -- won our 2021 Member Leadership Award, and our partners at the Worker Driven Social Responsibility Network won our 2021 Partnership Award, for their support of CTUL in the creation of Building Dignity and Respect Standards Council.

FINANCIAL STATEMENTS:

CTUL 2021 Financial Statement

INCOME

Individual Contributions	\$263,684.03
Ally Organizations	\$587,760.67
Fundraising Events	\$176,641.12
Foundations	\$1,064,500.00
Government Grants/Contracts	\$313,423.88
Earned Revenue	\$66,705.33
GROSS INCOME	\$2,472,715.03

EXPENSES

Payroll Expenses	\$1,625,296.81
Worker Relief-Lost work	\$30,534.02
Fundraising Event Expenses	\$8,627.97
Contract Services	\$227,940.37
Operations	\$57,515.55
Facilities and Equipment	\$36,386.44
Program Expenses	\$21,827.21
Professional Development	\$12,684.91
Other Insurance	\$24,275.00
Regranting	\$127,527.40
Mortgage Payments	\$50,396.18
Reserves (Ops / Capital)	\$19,750.28
Asset fixed / Equipment	\$28,471.88
Total Expenses	\$2,271,234.02

FOUNDATIONS:

Your generosity supports our movement ¡Gracias!

Blue Cross Blue Shield Foundation of Minnesota

Catholic Campaign for Human Development

ELCA Domestic Hunger Fund

Ford Foundation

Headwaters Foundation for Justice

Jag Molina Family Foundation

Jobs with Justice Education Fund

Mark M Welter Foundation

McKnight Foundation

Michael and Alice Kuhn Family Foundation

Minneapolis Foundation

Nexus Community Partners

Otto Bremer Trust

Partnership Fund

Radical Imagination Family Foundation

Saint Paul and Minnesota Foundations

Still Ain't Satisfied Foundation

United for Respect Education Fund

Voqal Fund

Workers Confluence Fund of Minnesota

ALLY ORGANIZATIONS:

We are strengthened by our connections with other organizations, and we celebrate our 2021 partnerships with a heart full of gratitude.

American Federation of Teachers Staff Union

American Postal Workers Union

Dual Citizen Brewing Company

Equal Exchange

Fair State Brewing Cooperative

Frida Drywall Systems, LLC

Guardian Angels Church

Guilford Publications, Inc.

Hark! Cafe

Higher Education Consortium for Urban Affairs (HECUA)

Hennepin County

Holy Trinity Lutheran Church

MAPE

Marigold Project

Neighborhood Funders Group

North Central States Regional Council of Carpenters

SEIU Minnesota State Council

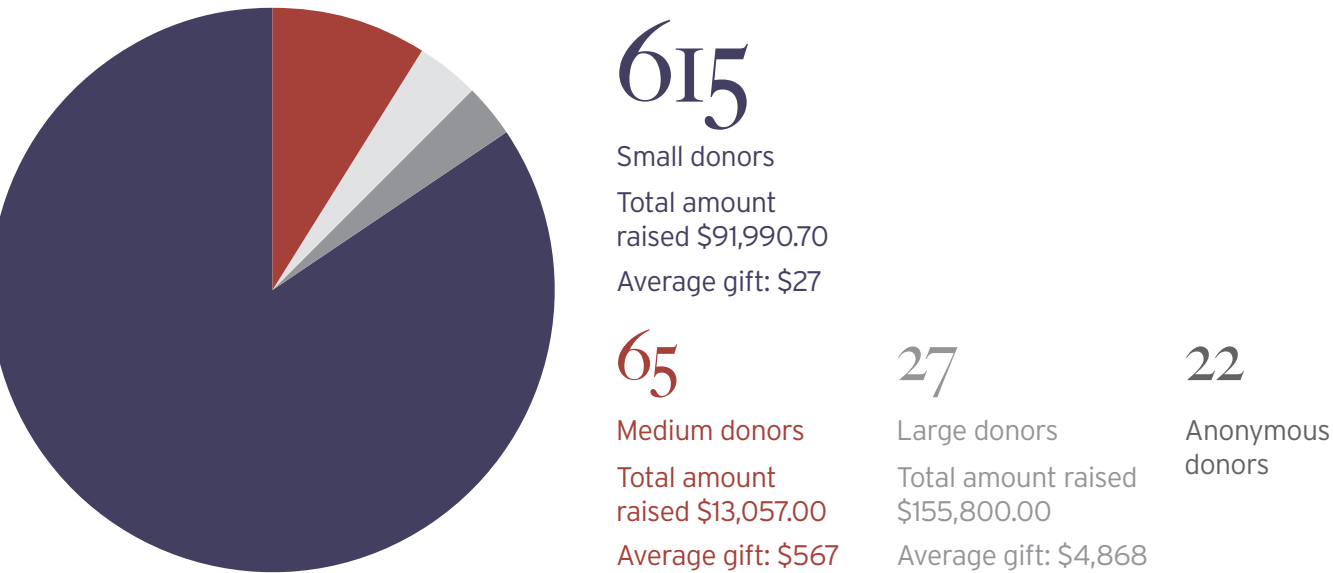
Take Action MN

University of Minnesota

Workers Lab

INDIVIDUAL DONORS:

We are so grateful for our 2021 donors! The generosity of our base is powerful! As an organization that is part of a larger movement towards justice we recognize and celebrate the 729 individuals who made a financial contribution to CTUL last year.



MONTHLY DONORS

Being a monthly donor sustains our work fighting for worker rights in Minnesota! Thank you 2021 monthly donors!



GALA SPONSORS:

We are grateful for our 2021 Gala Sponsors! With bouncy castles, live music and costumes we celebrated members, allies and donors on a beautiful and chilly October night. A very big thank you to our 2021 Gala Sponsors, your commitment to organizing for worker's rights is powerful. We are thankful for your partnership.

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| Amalgamated Transit Union, Local 1005 | Miller O'Brien Jensen, P.A. |
| American Postal Workers Union | Minneapolis Building and Construction Trades Council |
| Awood Center | Minneapolis Federation of Teachers, Local 59 |
| Bakery, Confectionery, Tobacco Workers & Grain Millers (BCTGM), Local 2022 | Minneapolis Regional Labor Federation (MRLF) |
| Black Visions | Minnesota AFL-CIO |
| Cement Masons, Plasterers & Shophands Local 633 | Minnesota AFL-CIO Retiree Council |
| Communication Workers of America, Local #7250 | Minnesota Association of Professional Employees (MAPE) |
| Construction and General Laborers, Local 563 | Minnesota Nurses Association |
| Davis Law Office | MN350 |
| DeLeon, Nestor & Torres, Attorneys at Law | National Employment Law Project (NELP) |
| Department of Chicano and Latino Studies, University of Minnesota | NavigateMN |
| Dual Citizen Brewing Company | Nexus Community Partners |
| Education Minnesota | Nichols Kaster Attorneys at Law |
| Family Tree Clinic | Northfield Curbside Compost |
| Goss Law | North Central Regional Council of Carpenters |
| Hart Law Office, PLLC | Northwest Area Foundation |
| Holy Trinity Lutheran Church | Reclaim the Block |
| Inquilinx Unidxs por Justicia | Rehab Results, LLC |
| International Brotherhood of Electrical Workers (IBEW), Local 292 | Resource Generation National |
| International Union of Operating Engineers, Local 49 | Roofers Local 96 |
| Ironworkers Local 512 | Service Employees International Union (SEIU) Healthcare |
| ISAIAH | Service Employees International Union (SEIU) Minnesota State Council |
| Jewish Community Action | Service Employees International Union (SEIU), Local 284, Local 26 |
| La Cocina de Ana | Sierra Club North Star Chapter |
| Labor Education Service, University of Minnesota | St. Paul Federation of Educators Local 28 |
| Laborers District Council Minnesota and North Dakota | St. Paul Regional Labor Federation AFL-CIO |
| Laborers Great Lakes Region Organizing Committee | Take Action MN |
| Land Stewardship Project | United Food and Commercial Workers (UFCW), Local 1189 |
| Law Office of Tim Phillips | United Food and Commercial Workers (UFCW), Local 663 |
| Lyndale United Church of Christ | Voices for Racial Justice |

CTUL



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