



# CTUL 2024 ANNUAL REPORT

## Message from our Executive Director

2024 was a time for change at CTUL. With the support of our partners and the contributions of our donors, CTUL navigated major staffing transitions in 2024:

- Veronica Mendez Moore, Co-Director, and Ruth Schultz, Organizing Director, left the organization after decades of hard work building worker voice. We celebrated their incalculable contributions to our community at a Despedida in April.
- Carlos Garcia Velasco moved from Lead Organizer in the Building Dignity and Respect (BDR) Campaign to Organizing Director.



## City Council honors Vero Mendez-Moore Day in Minneapolis



I stepped into the solo leadership role of Interim Director, and am now continuing in this role as Executive Director through the summer of 2027. We are grateful for our members, and supporters- volunteers and donors. Your commitment in this time of change inspires us. Thank you! ¡Sí se puede!

Merle Payne

## 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.



## OUR WORK

In 2024, dozens of CTUL members led campaigns to recover over \$100,000 in unpaid wages. Since 2007 hundreds of CTUL members have recovered over \$6.4 million in stolen wages, and led wins on paid sick days, anti-wage theft provisions, and \$15 minimum wage. We have won multiple victories for long-term change, improving working conditions for 215,500 low-wage workers and securing statewide legislation that benefited 1,025,655 low-wage Minnesota frontline workers.

### 2024 Members and Board

- Ignacia Ambriz
- Jose Alfredo Gomez Rosales
- Douglas Guerra, Chair
- Lisa Guerra
- Carmen Hernandez
- Marfa Moulton
- Angeles Robledo
- Roberto Jacobo, Treasurer
- Lexi Collins, Vice Chair
- Silvia Martinez

Leaders in Growth (LIG), Construction, and Downtown are CTUL areas of focus. All CTUL members and Board Members are from these affiliations. Construction is industry focused, Downtown is geographically focused in Minneapolis, LIG builds leadership across trades and communities



## FINANCIALS

### Thank you for your deep support!

In 2024, contributions from private institutions, individuals, and allied organizations made up around 74% of CTUL's budget, 22% came from government grants contracted for outreach and education on workplace standards and protections, and 4% from events and earned income (primarily rent from organizations in our space).



### Support and Revenue:

Contributions \$2,973,715  
 Government Grants & Contracts \$862,181  
 Special Events \$132,997  
 Earned Income \$28,015  
 Investment Income \$552

TOTAL \$3,986,387

### Expenses:

Program Services \$2,261,406  
 Management and General \$699,596  
 Fundraising \$344,198

TOTAL \$3,305,200

We all continue to build on these successes, and learn from each other and when things do not go as planned. As we face the future, we know we have each other. Join us! As a member, volunteer or donor, together another, better, world is possible.

During our last strategic planning process, CTUL members laid out a powerful set of priorities for our future to:

- Redistribute power and resources from the 0.1%
- Create new structures that allow for workers to have a voice
- Win structural changes that advance economic, racial and gender justice

In 2024, we turned our hopes into wins with three key victories that have been years in the making:

- 60 CTUL members took a week off of work to join our Leadership School and the "What Could We Win Together?" Week of Action in March. They took part in leadership trainings as well as supporting the actions of six unions and multiple community organizations over the course of the week, winning improved wages and working conditions for thousands of workers, and moving forward our Building Dignity and Respect Campaign (BDR) as well as our call for Labor Standards Boards in Minneapolis.
- After almost three years of reaching out to housing developers, on October 9 two developers publicly committed to join the BDR Program, an independent monitoring structure that ensures construction workers have a voice in the workplace. CTUL continues to meet with other potential partners. BDR Sign on Photo for emphasis
- The co-enforcement model CTUL developed in partnership with the City of Minneapolis ensures marginalized workers are able to access their workplace rights. CTUL members testified at City Budget hearings, advocating for more funding. In December, the City Council passed an additional half million dollars in permanent funding for co-enforcement. CTUL also pushed for a tripartite Labor Standards Board, which passed the Council only to be vetoed by the Mayor. After industry pressure, the council did not overturn the veto. Many CTUL members and allies got involved in this effort, and developed their leadership through the process.
- Our Women In Construction team was featured in the MN Women's Press! They are doing a fantastic job supporting workers in the trade, families of workers and each other.

