

## Attachment A: Minnesota AFL-CIO Board of Directors

### Executive Officers

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President Bernie Burnham (Education Minnesota)

Secretary-Treasurer Brad Lehto  
(International Association of Machinists and Aerospace Workers (IAMAW))

### Executive Board

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Andy Campeau (United Association of Plumbers and Pipefitters (UA))  
Shannon Douvier (American Federation of State County and Municipal Employees (AFSCME))  
Cathy Drummond (United Steelworkers (USW))  
Matt Fairbanks (Sheet Metal Air Rail Transportation Union (SMART))  
Jamie Gulley (Service Employees International Union (SEIU))

Jeff Heimerl (International Brotherhood of Electrical Workers (IBEW))  
Andrew Peltier (IAMAW)  
Justin Perpich (American Federation of Government Employees (AFGE))  
Chris Rubesch (Minnesota Nurses Association (MNA))  
Joel Smith (Laborers International Union of North America (LIUNA))  
Denise Specht (Education Minnesota)  
Shari Wojtowicz (Communication Workers of America (CWA))

### Multi-Union Representatives

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Barry Davies (Ironworkers Union)  
Diana Tastad-Damer (United Food and Commercial Workers (UFCW))

Wade Luneburg (UNITE HERE)

### Area Labor Council Representatives

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Mary Broderick (Education Minnesota)  
Chelsie Glaubitz Gabiou (UFCW)  
Alan Netland (AFSCME)  
Kera Peterson (IAMAW)

Leah Midgarten  
Mark Froemke (Bakery Confectionery Tobacco and Grain Millers Union (BCTGM))

### General Board

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Rasha Ahmad Sharif (SEIU)  
John Arbogast (USW)  
Grace Baltich (AFSCME)  
Jack Boelter (IAM)  
Ternesha Burroughs (Education Minnesota)  
Monica Byron (Education Minnesota)  
Jack Carlson (International Union of Painters and Allied Trades (IUPAT))  
Octavio Chung Bustamante (LIUNA)

Cathie Crouse (Education Minnesota)  
Annette Davis (Education Minnesota)  
Chris Erickson (Education Minnesota)  
Mary Falk (AFSCME)  
Dean Gale (Plumbers and Gasfitters Union)  
Kenneth Garnier (AFSCME)  
Kelly Gibbons (SEIU)  
Derrick Givens (IBEW)  
Jen Guertin (AFSCME)

Kathy Hegstrom (Education Minnesota)  
Tanner Heyl (AFSCME)  
Art Hill (IUPAT)  
Cody Hoffman (IAMAW)  
Val Holthus (Education Minnesota)  
Mike Hoppe (IBEW)  
Marcia Howard (Minneapolis Federation  
of Teachers)  
Steve Johnson (LIUNA)  
Katie Lillis (Education Minnesota)  
Jason Loons (AFSCME)  
Paul Madison (Coalition of Black Trade  
Unionists)  
Suzanne Markham Kocurek (AFSCME)  
Beth McCuskey (Education Minnesota)  
Jennifer Michelson (MNA)  
Gracia Palomar (Labor Council for Latin  
American Advancement)  
Uriel Perez Espinoza (UNITE HERE)

Joe Rian (National Association of Letter  
Carriers (NALC))  
Leah Riley (UNITE HERE)  
Robert Ryan (USW)  
Brandon Schauer (UA)  
Marty Scofield (Education Minnesota)  
Scott Seath (Steamfitters and Pipefitters  
Union)  
Christina St. Germaine (AFSCME)  
Jeff Stark (IUPAT)  
David Stiggers (Amalgamated Transit  
Union (ATU))  
Sangay Taythi (SEIU)  
Mary Turner (MNA)  
Jigme Ugen (SEIU)  
Leah Vandassor (Education Minnesota)  
Stacey Vanderport (Mounds View  
Education Association)  
Matthew Wilmes (Education Minnesota)

#### Constituency Groups Representative

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Liz Xiong (LIUNA/APALA)

#### COPE Committee Representatives

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Kelsie Anderson (Office and Professional Employees International Union (OPEIU))  
Doug Schroeder (Bricklayers and Allied Craftworkers (BAC))  
Tom Thornberg (International Association of Fire Fighters (IAFF))

#### State Building Trades Council President

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Dan McConnell (IBEW)

#### State Retiree Council President

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Kenneth McInnis (IAMAW)

## **Attachment B: Experience and Advocacy on Behalf of Nursing Home Workers**

### **Background**

Since 1956, the Minnesota AFL-CIO has been the state's leading labor organization, now representing more than 300,000 members of over 1,000 local unions throughout Minnesota. Our mission is to bring economic and social justice to our workplaces, communities, state, and nation while striving to eliminate all forms and systems of oppression.

Our Board of Directors includes union leaders who represent workers in healthcare and long-term care, providing them with the opportunity to join with others to address the needs of their members. We unite affiliates who represent nursing home workers across the state, including SEIU Healthcare Minnesota/Iowa, UFCW, MNA, USW, IAM, and AFSCME.

### **Advocacy**

Over the past several decades, the Minnesota AFL-CIO has played a pivotal role in improving the lives of working people, including nursing home workers. Through legislative work, organizing, and coalition-building, we have led the charge on worker-centered action related to wages, benefits, safety, and working conditions. Internet articles demonstrating this advocacy are attached to this application.

#### **Legislative**

The Minnesota AFL-CIO has decades of experience advocating at the Capitol for workers generally and nursing home workers specifically. In the past five years, we have worked for – and won – legislation to create the Nursing Home Workforce Standards Board, Earned Sick and Safe Time, and Paid Family and Medical Leave, among others. We also led the charge for worker safety during the COVID-19 pandemic and for bonus pay for essential workers, issues which were critical for nursing home workers.

#### **Organizing**

The Minnesota AFL-CIO also supports our affiliate unions in efforts to improve working conditions at nursing homes where their members work. Through our communications, we help to rally public support and solidarity for nursing home workers in their campaigns to win higher wages and better contracts.

#### **Partnerships**

We leverage our relationships with other labor and community partners to assist low-income workers, including nursing home workers, during a crisis. For instance, during the

COVID-19 pandemic, we operated an online portal for worker safety. Workers who reported unsafe working conditions were referred to the Minneapolis Regional Labor Federation's navigators or MN DLI for assistance.

### **Minnesota Training Partnership**

To complete the statewide outreach and training for nursing home workers, we plan to contract with Minnesota Training Partnership (MTP), a 501(c)(3) workforce development organization that the Minnesota AFL-CIO launched in 2019 to create high-quality, culturally relevant workforce training. MTP has extensive experience providing statewide "Know Your Rights" training to workers in many industries.

Since 2023, MTP has received grants from the Minnesota Department of Labor and Industry to provide "Know Your Rights" training to workers across the state on their rights under Earned Sick and Safe Time, the Women's Economic Security Act, and Paid Family and Medical Leave. MTP provides this training both in-person and online, utilizing worker-friendly training materials and presentations.

DLI has recognized MTP for meeting important outcomes, compliance, and budgetary goals. With this experience in hand, Minnesota Training Partnership is very well-positioned to provide effective in-person and online training for Minnesota nursing home workers.

## **Attachment C: Materials Used to Conduct Training**

#### **Attachment D: Follow-Up Materials**

1. Tri Fold Handout
2. Certificate of Completion

### **Attachment E: Interactivity**

In the PowerPoint presentation (Attachment C), slides 3 and 22 invite interaction and conversation.

## **Attachment F: Contact Information for Follow-Up Questions**

The PowerPoint presentation (Attachment C) and tri-fold handout (Attachment D) contain contact information for Minnesota Training Partnership, which is equipped to handle follow-up questions from trainees.



## **Attachment G: Language Plan**

Minnesota Training Partnership has staff who are fluent in Spanish, Hmong, and Tagalog. We also have an ongoing relationship with a contractor who can provide translation and interpretation services in Somali. If materials or interpretation are needed in other languages, MTP is prepared to contract with a professional translation/interpretation service to make the presentation and materials available in other languages.

## **Attachment H: Staffing Plan**

Through its agreement with the Minnesota AFL-CIO, MTP plans to hire one full-time administrative coordinator for this program and up to two FTE trainers, divided into several part-time positions.

Trainers will have experience working in nursing homes and will be thoroughly trained on the curriculum, data and reporting requirements, and effective teaching skills for adult learners.