



## Is Your Local Union Benefitting from Recent Labor Law Wins?

Over the past few years, workers across Minnesota have made major strides, and new laws are now in place to protect and strengthen unions like ours. But are you using them in your contract negotiations? We encourage you to use this information to fight for strong contract language that guarantees these rights.

### Here's what we gained:

- ✓ Power to exclude the employer from New Employee Orientation (NEO) meetings with our union.
- ✓ Clarifies that union representatives conducting New Employee Orientation (NEO) is paid time under MN Statute 179A.07, Subd. 6.
- ✓ Right to file Unfair Labor Practices if requested data isn't delivered to the union by the employer within 30 days for contract enforcement & 60 days for negotiations.
- ✓ Right to combine bargaining units within the union through a member vote—no employer sign-off is needed.
- ✓ Clarification that card check CANNOT be used to decertify a bargaining unit.
- ✓ Ban on the employer's use of non-compete agreements.
- ✓ Passage of the Crown Act, which amended the MN Human Rights Act and **banned discrimination of workers based on hair texture and style.**
- ✓ **BAN on captive audience meetings** by the employer that are meant to scare workers into not forming or joining a union.
- ✓ **Guarantees the right of the union to obtain information** pertaining to all workers in the bargaining unit, including: name, job title, worksite location, home address, work phone number, home and personal cell phone numbers, date of hire, et.al.

We cannot rely on these laws always being in place, so getting these wins secured in our contracts, as well, is a critical next step.

Any questions? Email [LegislativeStaff@afscmemn.org](mailto:LegislativeStaff@afscmemn.org)