

Bargaining Unit 11

JOB FAMILY	JOB	CROOKSTON	DULUTH	MORRIS	ROCHESTER	TWIN CITIES	Grand Total	
Academic	Dentist					10	10	
	Director (With Faculty Rank)		1			2	3	
	Fellow	1				12	13	
	Foundation President & Chief					1	1	
	Head (With Faculty Rank)					5	5	
	Leader (With Faculty Rank)					6	6	
	Lecturer/Assistant Professor			28			28	
	Lecturer/Professor			2			2	
	Medical Director		1			1	2	
	Optometrist					4	4	
	Physician		1			13	14	
	Research Specialist					8	8	
	Senior Attorney					4	4	
	Senior Fellow					9	9	
	Administration	Access Consultant					20	20
Administration Operations		1				7	8	
Administrative Consultant/Analyst		2	6	2	1	159	170	
Community Relations and Partnerships						1	1	
Community Relations and Partnerships		1	1			31	33	
Compliance/Policy Analysis						24	24	
Advancement	HR Generalist					1	1	
	AD Officer (General/Other)		1			2	3	
	Advancement - Other	1	6	2		118	127	
	Advancement Operations Generalist	1			1	15	17	
	Alumni Relations		2			19	21	
	Annual Giving					12	12	
	Planned Giving					5	5	
	Research & Prospect Management					11	11	
	Stewardship					5	5	
	Lab Animal Medicine					5	5	
Animal Health	Administration and Program Management	1					1	
	Athletic Training	4	4	1		20	29	
	Athletics Compliance		1			1	2	
	Athletics Director					1	1	
	Athletics Operations Director		2			27	29	
	Athletics Performance Professional					10	10	
Audit	General Audit					3	3	
	Business Development	Business Development (Other)					4	4
		Business Development Generalist	2				7	9
		Intellectual Property & Product Management					7	7
		Licensing					1	1
		Licensing and Account Management					8	8
		Product Development					1	1
		Product Management					1	1
		Sales					5	5
		Sales Operations					1	1
		Strategic Alliances	2	1			4	7
Campus Operations		Architecture					4	4
	Athletics Property Management					1	1	
	Building Maintenance - Custodial Primary					1	1	
	Business Analysis (Non-IT)					1	1	
	Civil/Structural Engineering					2	2	
	Construction Project Management					11	11	
	Contract Administration					3	3	
	Electrical Engineering					7	7	
	Emergency Communications					1	1	
	Environmental Health & Safety					10	10	
	Event Management					5	5	
	Facilities, Capital & Space Planning					7	7	
	Interior Design					2	2	
	Mechanical Engineering					4	4	
	Other - Planning, Design, and Engineering					2	2	
	Parking/Transportation/Fleet					1	1	
	Project Management (Non-IT)					8	8	
	Real Estate					1	1	
	Security/Enforcement (Non-Police)					1	1	
	Sustainability		1			2	3	
	Education	Education Programs	3	8	3		239	253
		Extension Education		3			228	231
		Instruction	70	7	20	29	1089	1215
Pre K-12 and Early Childhood Education						11	11	
Finance	Budget Analysis & Financial Planning/Analysis					25	25	
	Cost Accounting and Pricing					2	2	
	Finance - Other					5	5	
	Financial Generalist		1			28	29	
	Grants and Research Financial Administration					3	3	
	Insurance Risk Management					2	2	
	Investment/Portfolio Analysis					3	3	
	Payroll					1	1	
	Tax					2	2	
	Technical Accounting					1	1	
	Grants & Contracts					2	2	
Grants & Contracts	Grants & Contracts - Other					2	2	
	Grants/Contracts Generalist					3	3	
	Pre-Award Administration					5	5	
	Research Program Development					5	5	
	Sponsored Project Administration					1	1	
	Audiology					2	2	
Health Care	Clinical Pharmacy					3	3	
	Community Health					1	1	
	Counseling			4		13	17	
	Dental Therapy					1	1	
	Dietetics					4	4	
	Health Care - Other					2	2	
	Health Care Administration					1	1	
	Marriage and Family Therapy					3	3	
	Pharmacy					3	3	

¹ Based on Spring 2023 data of all University of Minnesota employees except for those also classified as students. Hundreds of medical residents and postdocs, legal project assistants, and other professional students who fall under Unit 11 are therefore not able to be included in this count.

	Physical Therapy				6	6	
	Physician Assistant				7	7	
	Psychology	1			12	13	
	Public Health				4	4	
	Quality Assurance				1	1	
	Social Work	5	1	1	23	30	
Human Resources	Speech-Language Pathology				3	3	
	Benefits				4	4	
	Compensation				5	5	
	Employee Employer Relations				1	1	
	Generalist	1		1	38	40	
	HR Generalist	1		1	38	40	
	HR Professional (General/Other)				2	2	
	Leadership & Talent Development				15	15	
	Payroll				1	1	
	Talent Acquisition				2	2	
Information Technology	Training				1	1	
	Academic Technology	2			29	31	
	Agile Process Management				10	10	
	Application/Software Development	5	1		102	108	
	Audiovisual Engineering	1			4	5	
	Business Analysis				11	11	
	Business Intelligence and Data Analysis	3			44	47	
	Business Relationship Management				8	8	
	Business/Systems Analysis	3		2	122	127	
	Cloud Engineering				11	11	
	Course & Media Production	1			8	9	
	Data Architecture				3	3	
	Data Center Infrastructure Operations				4	4	
	Data Engineering				18	18	
	Data Science				9	9	
	Database Administration				6	6	
	Database Design				8	8	
	DevOps Engineering	1			12	13	
	Endpoint Engineering	2			5	7	
	Enterprise Application Administration				17	17	
	Identity Access Management Architecture				1	1	
	Instructional Design	2			32	34	
	IT Multidiscipline	4	4		47	55	
	IT Professional (General/Other)				22	22	
	Network Administration	2	1		9	12	
	Network Architecture				29	29	
	Product Management				10	10	
	Project Management IT	1			24	25	
	Quality Assurance/Testing				2	2	
	Security Architect				4	4	
	Security Governance Risk and Compliance				7	7	
	Security Operations				16	16	
	Site Reliability Engineering				8	8	
	System/Server Administration	6			40	46	
	Systems Analysis				6	6	
	Telecom/Telephony Operations	1			1	2	
	User Experience				8	8	
	User Interface Design				2	2	
	User Support				5	5	
Legal	Web Administration & Operations				4	4	
	Web Development/Design	3	1		22	26	
	Attorney – General Counsel				12	12	
	Attorney – Student Legal Services				6	6	
Libraries	Librarian	2	9	3	92	106	
	Library Programming		2		8	11	
Marketing & Communications	Communications Generalist	2		2	59	63	
	Community Relations				2	2	
	Digital Marketing	1			7	8	
	Digital Media	1			10	11	
	Editor				6	6	
	Editor/Writer				23	23	
	Government Relations				2	2	
	Graphic & Visual Design			1	16	18	
	Marketing & Communications – Other				6	6	
	Marketing & Communications Generalist	2	2	1	42	47	
	Marketing Generalist		1		13	14	
	Public Relations		1		18	19	
	Social Media				3	3	
	Web Content	1			6	7	
Museums	Writer		1		8	9	
	Curation				8	8	
	Exhibitions				1	1	
	Interpretation & Engagement				2	2	
	Museum Operations				1	1	
	Museums-Other				3	3	
Recreation	Registration				1	1	
	Competitive Sports				1	1	
	Golf				1	1	
	Outdoor Programming				1	1	
Research	Research Support	6			194	200	
	Researchers		32		807	839	
Student Services	Academic Advising	5	11	1	157	174	
	Academic Program Services		1		49	58	
	Admissions	7	6	8	67	93	
	Career Development		2	1	45	48	
	Employer Engagement		2		14	18	
	International Student Services	1	1	2	15	19	
	Learning Abroad and Off-Campus Study		1		24	25	
	One Stop			2	21	24	
	Residential Life	1	6	2	15	26	
	SS Professional (General/Other)		6		16	22	
	Student Advocacy & Support	1	5	6	28	43	
	Student Engagement & Development	1	3	3	45	52	
	Student Financial Services	1	3	2	7	13	
	Student Records		3		5	9	
	Student Services Multidiscipline	2	5	3	36	47	
Unassigned	Engineer				7	7	
Grand Total		120	201	103	60	5137	5621

WHY DOES THE UNIVERSITY OF MINNESOTA NEED PELRA REFORM?

PELRA is supposed to guarantee the right to collective bargaining for Minnesota's public employees. However, as currently written, PELRA prevents over 23,000 faculty, staff, and student workers at the University of Minnesota from forming common sense unions. These workers simply want the same opportunities and protections as any other group of public employees in our state.

To restore the right to unionize across the U of M, the legislature must pass SF 4597/HF 4508 and:

1. *Eliminate statutorily-mandated bargaining units that prevent unionization and are out of step with the U of M workforce.*
2. *Clearly state that U of M workers know best who belongs in their unions.*
3. *Restore the collective bargaining rights of workers who receive financial aid, participate in work-study programs, work part-time, or are paid through stipends or waivers.*



Why do we need to eliminate the unorganized U of M bargaining units in PELRA?

Thousands of U of M employees are trapped in 'catch-all' bargaining units that make unionization effectively impossible. For decades, these units have been packed with new hires who share little in common, and organized employees have been reclassified out of their unions and into these 'catch-alls.' This has resulted in a massive concentration of workers into non-union jobs. Although only 4 of 13 mandated units are non-union, these 4 now hold about $\frac{2}{3}$ of the U of M workforce.

These units are deeply flawed. They consist of hundreds of dissimilar positions spread across the state. Employees who *do* perform similar jobs often find themselves divided between two or more units. For example, a Twin Cities lecturer shares a mandated bargaining unit with thousands of HR, IT, and administrative staffers across the five campuses--including the Director of Athletics. Yet, the same lecturer is barred from unionizing with the adjunct professor one classroom over.

U of M workers deserve the same rights as other public sector employees, not mandated units that undermine their interests. These units radically depart from the standards of public and private sector labor law. The legislature must remove them and restore common sense labor relations on campus.

Why do certain campus workers need a place in PELRA?

Many U of M workers cannot join unions due to their conditions of employment, compensation, and calculation of hours.

- Instructors' hours are systematically undercounted. Those teaching one course are recorded as working just 13.5 hours per week--30 minutes short of the PELRA minimum for collective bargaining--even though most instructors devote far more time to their students.
- PELRA already recognizes *some* student workers as public employees. However, these rights are denied to student workers who need financial aid or work-study programs to pay for college.
- Graduate workers who win fellowships lose their status as public employees and the protections of collective bargaining, even when they see no change in their jobs.
- Postdoctoral fellows provide cutting edge research but may not be classified as public employees.
- Professional students who provide highly technical services on campus may lose their status as public employees due to the allocation of their hours.

These groups perform essential services and advance the university's mission of education, research, and outreach. However, according to PELRA, they are not public employees. The legislature must close these loopholes that needlessly deny collective bargaining rights to thousands of workers.

March 13, 2024
Minnesota House
10 State Office Building
Labor and Industry Finance and Policy Committee
Saint Paul, MN 55155

Members of the Labor and Industry Finance and Policy Committee,

As a researcher in the University of Minnesota (UMN) Department of Pediatrics and former undergraduate worker in multiple appointments, I am writing to express my support for HF4508, which if passed would empower employees of UMN by reforming the Minnesota's Public Employment Labor Relations Act (PELRA).

The existing language groups health sciences researchers like myself with employees whose backgrounds and workplace interests are unrelated to my own. Currently, career advisors, IT support, researchers, and a staggering number of other titles at UMN necessarily belong to the same collective bargaining Unit 12.

Our livelihoods as researchers are contingent on funding, a challenge not shared by most staff at UMN. Moreover, my graduate student and postdoctoral fellow colleagues perform the same work regardless of their funding source, yet independently funded researchers are not considered public employees. Similarly, some undergraduate students with specific scholarships (such as work study) maintain part time employment at UMN *identical* to students without scholarships, but they are excluded from any right to collective bargaining. HF4508 eliminates these barriers.

Researchers boost UMN's global profile, produce dividends in intellectual property, and enrich the education of young scientists. Passing the proposed reform to PELRA will allow us to advocate directly for our needs and strengthen the world class research for which UMN is known.

Thank you for your consideration,

Joseph Peterson
Researcher, UMN Dept Pediatrics



March 14, 2024

Representative Michael Nelson, Chair
Representative Kaela Berg, Vice Chair

Chair Nelson, Vice Chair Berg, and Members of the Labor and Industry Finance and Policy Committee,

We are faculty members at the University of Minnesota, writing on behalf of the UMN Twin Cities Chapter of the American Association of University Professors (AAUP), to express our concern for the unjust and unusual barriers that we and over 23,000 other university employees face in exercising our rights to bargain collectively under the MN Public Employees Labor Relations Act (PELRA).

The AAUP is a nonprofit membership association of faculty and other academic professionals dedicated to advancing academic freedom and shared governance, defining fundamental professional values and standards for higher education, promoting the economic security of faculty, academic professionals, graduate students, postdoctoral fellows, and all those engaged in teaching and research in higher education, helping the higher education community organize to realize those goals and ensuring higher education's contribution to the common good. Each of those objectives are hindered by restrictions on the collective bargaining rights of university employees.

As you know, PELRA is a statute that provides rights and procedures for unionization among public employees. The law currently includes carve outs, barriers, and loopholes for the U of M that make it extraordinarily difficult for most university workers to unionize. For example, thousands of university workers have been crammed into Bargaining Units 11 ("Academic Professional and Administrative Staff Unit") and 12 ("Noninstructional Professional Unit"). These units consist of hundreds of dissimilar job codes across the five campuses, making unionizing and collective bargaining impossible as a practical matter. Other campus workers are denied the right to unionize

because they work part time, rely on financial aid, or are paid through stipends or waivers.

As scholars of labor history and/or labor law, we are struck by how unusual these designated bargaining units are. In the private sector and in many public-sector contexts, groups of workers typically propose bargaining units, which are then approved as long as they reflect genuine communities of interest within a workplace.

The proposed legislation would affirm that U of M workers who are not already unionized may organize and bargain collectively—subject to agency approval—based on their shared interests. It would also restore collective bargaining rights to other university workers who are currently excluded from PELRA's protections. This bill has the backing of the MN AFL-CIO, major public sector unions, and the Undergraduate Student Government, among others. Our message is clear: U of M workers deserve the same collective bargaining opportunities that other public sector workers enjoy.

In an era when university faculty face increasing pressure to avoid controversial topics, it is particularly important that faculty have the protections for academic freedom that collective bargaining can provide. While all faculty need such protections, they are particularly critical for the untenured faculty who perform an increasing portion of the teaching at the U of M.

We encourage you to support this legislation.

Sincerely,

A handwritten signature in black ink that reads "Charlotte Garden". The signature is written in a cursive style with a large, sweeping "C" and "G".

Charlotte Garden, Julius E. Davis Professor of Law, University of Minnesota

A handwritten signature in black ink that reads "William P. Jones". The signature is written in a cursive style with a large, sweeping "W" and "J".

William P. Jones, Professor of History, University of Minnesota

On behalf of the UMN Twin Cities Chapter of the American Association of University Professors (AAUP)



March 18, 2024

Chair Nelson and House Labor Committee members:

As the state labor federation representing over 300,000 members of over 1,000 local unions, we are writing in support of the proposed changes to the Public Employment Labor Relations Act (PELRA) in HF 4508.

Workers at the University of Minnesota wish to organize unions in order to bargain collectively over their wages, hours, and working conditions. We are deeply concerned about the barriers that PELRA currently poses to the ability of U of M employees to exercise these fundamental labor rights.

At present, PELRA's outdated provisions effectively prevent approximately 23,000 workers at the University of Minnesota from freely choosing whether to join a union. While some of the statutory units established for the U of M represent clear communities of interest and should be maintained, others lack any common sense definition. These units force hundreds of disparate groups together while also needlessly dividing workers performing similar duties. In effect, they make unionization virtually impossible.

Moreover, many U of M workers, particularly those who rely on financial aid, are paid through stipends, or are subject to undercounted hours, are unfairly excluded from exercising their collective bargaining rights under the current PELRA framework. This bill seeks to rectify these injustices and ensure that all U of M employees have equal opportunities to organize and bargain collectively.

This bill is about restoring common sense to the labor landscape at the U of M and bringing this portion of PELRA in line with widely accepted labor practices. We urge you to stand with us in supporting this bill and ensuring that the rights of U of M workers are upheld and protected.

Best regards,

Melissa Hysing
Legislative Director





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March 18, 2024

Chair Nelson and Members of the House Labor and Industry Finance and Policy Committee,

As a Political Science lecturer and former graduate student at the University of Minnesota, I am writing to ask for your support for HF 4508 and the much needed amendments it makes to the Public Employment Labor Relations Act (PELRA).

Lecturers and other 'gig professors'¹ at the U of M teach despite inadequate working conditions that also negatively affect our students' learning². If I were an instructor at a different institution--or a public or private employee almost anywhere else in the US--I would be able to talk to my co-workers facing similar conditions and attempt to form a union. However, this isn't possible because of PELRA's rare and perplexing system of mandatory bargaining units. Due to those units, I would need to organize thousands of employees whose jobs look nothing like mine and who may work on the other side of the state.

An IT specialist can't understand the difficulty of teaching sensitive subjects without academic freedom protections. Marketing employees from Crookston don't have to fight for library access prior to the term to make their syllabi. Advancement officers from Morris don't get dropped after each semester ends. Administrative specialists at Rochester don't have their pay fluctuate with the number of courses available. Conversely, I don't have much in common with the working conditions of these employees. Yet PELRA forces us into the same bargaining unit.

The current PELRA system is a radical outlier in private and public sector labor relations. This bill would return us to normalcy by aligning PELRA with widely accepted practices in both the private and public sectors, as well as in higher education institutions across the country.

University of Minnesota workers deserve the same union rights as other public employees. I urge you to stand with us and support these proposed amendments to PELRA. Thank you for your attention to this critical matter.

Sincerely,

Dr. Tracey Blasenheim
Political Science Lecturer
University of Minnesota

¹ "Your Professor May Be a Gig Worker"

<https://mndaily.com/274370/opinion/opinion-your-professor-may-be-a-gig-worker/>

² "Revising the adjunct faculty system: The adjunct system is hurting students and faculty alike."

<https://mndaily.com/281699/opinion/opinion-revising-the-adjunct-faculty-system/>



March 7, 2024

Sen. Jennifer A. McEwen
Minnesota Senate Bldg., Room 3217
St. Paul, MN 55155

Jamie Gulley
President

Rep. Sydney Jordan
553 State Office Building
St. Paul, MN 55155

Jigme Ugen
Executive Vice President

Phillip Cryan
Executive Vice President

Sen. McEwen & Rep. Jordan:

Brenda Hilbrich
Executive Vice President

SEIU Healthcare Minnesota & Iowa represents over 50,000 healthcare workers in hospitals, clinics, nursing homes, and self-directed homecare. We strongly support HF4508/SF4597. Many of our members work in the same campus environment as the workers in question or are products of the excellent health care training and education provided by the University.

Rasha Ahmad Sharif
Executive Vice President

At SEIU, we believe that giving workers a voice on the job is the best way to create an economy that rewards work, increases productivity, and reduces economic inequality. Unions are an especially effective method to achieve these goals for workers who suffer from racial or gender discrimination.

HF4508/SF4597 would update and reform Minnesota Public Employee Labor Relations Act so that over 23,000 workers at the University of Minnesota would have a more effective opportunity to decide whether they wish to join a union. The bill updates several statutory units that are outdated and make unionization virtually impossible. Current rules, in some cases create massive 'catch-all' units that cram disparate groups with little in common all together. In other cases, the current rules split workers performing the same jobs between multiple units. These units have long since passed the point of common sense. We encourage you to listen to the workers and students from the University of Minnesota who believe that the units as defined in this bill more accurately reflect their communities and interests.

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St. Paul, MN
55102

651.294.8100
800.828.0206
(fax) 651.294.8200
www.seiuhcmnia.org

Sincerely yours,

Rick Varco

SEIU Healthcare Minnesota & Iowa

March 19, 2024

Minnesota House of Representatives
Labor and Industry Finance and Policy Committee
10 State Office Building
Saint Paul, MN 55155

Dear Chair Nelson, Vice Chair Berg, Republican Lead McDonald, Committee Members Daniels, Greenman, Hill, Hussein, Jordan, Kozlowski, Mekeland, Myers, Schultz, and Wolgamott,

We write to you as Medical Residents and Fellows of the University of Minnesota (UMN) who are currently subject to MN Statute 179A.11 of the Public Employment Labor Relations Act (PELRA).

Residents and Fellows are “Matched” into programs in an algorithmic process that contractually binds us to work where we are assigned with no ability to negotiate the terms of our employment and very limited ability to seek other jobs if working conditions are poor. This matching process was exempted from federal antitrust law after a then resident Dr. Paul Jung and colleagues pursued class action antitrust litigation against the National Resident Matching Program, the body that governs the Match.¹ Before the suit was heard, US Congress quickly passed a law prohibiting residents and fellows from pursuing this type of litigation.²

Residents and Fellows work longer and less desirable hours for a fraction of the pay of mid-level providers within the same field. The majority, 73 percent, of us are also deeply in debt: the median education debt for residents in 2019 was \$200,000.³ We are trapped by the combination of our debt, low wages, and the fact that we must complete our residency training in order to have a career caring for the sick. Additionally, being removed from residency is a black mark that is hard to wash off. So when residents are pushed to work longer hours than the 80 hour a week Accreditation Council for Graduate Medical Education limit, or pressured not to take the limited parental or sick leave we are entitled to, most of us put our heads down and show up to care for our patients, too exhausted to change a broken system.

The proposed changes to PELRA in bills SF 4597 and HF 4508 would allow UMN Medical Residents and Fellows to collectively bargain. We have unique working conditions and a very clear community of interest as we all share a contract and benefits under the umbrella of Graduate Medical Education. PELRA as it currently stands allows the University to treat us as either students or employees when it sees fit, and it lumps us into the preposterously large and varied Unit 11.

Unionizing UMN Residents and Fellows would enable us to advocate for our patients and against the corporatization of healthcare delivery that is negatively impacting the care we provide and putting at risk our land grant mission to Minnesotans. As the great state of Minnesota is rethinking what our academic health center should be, Residents and Fellows want to be able to organize and help shape that future. We plan to advocate for our patients, your friends and relatives, either way but together we will have a stronger voice.

Sincerely,

The undersigned 182 UMN Residents and Fellows listed below in alphabetical order by last name.

Allison Aase, DO
Tasneem Abdel-Karim, MBBS
Aaron Ackerman, MD
Jalal Agakishiev, DO
Loretta O. Akpala, MD
Michael Andreone, MD
Ashwini Arumugam, MD
Jeremiah Atkinson, MD
Elizabeth Babkin, MD
Danica Balsiger, MD
Madeline Barnes, MD
Kristen Bastug, MD
Allen Bergstedt, MD
Wyatt Biebighauser-Wagner, MD
Emily Biscaye, MD
Ryan Bjerke, MD
Taylor Brockman, MD
Taylor Brown, DO
Samantha Bryan, DO
A. Luise Calderon, MD
Cameron Callahan, MD, MPH
Gregory Carlisle, DO
Kelsey Carrigan, MD
Anna L. Carroll, MD
Lorenzo A. Castanon, MD
Katie Casty, MD, MS
Paul Chatterton, MD
Michael Chmielewski, MD
Devin Clark, MD
Andrea Clinch, MD
Miranda Considine, DO
Sam Considine, MD
Sara Adelina Cuadra Aruguete, MD
Hannah Cushen, MD
Nick Dabiran, MD
Nardos Dawit, MD
Owen R Dean, MD
Joe de Jonge, MD
Ninah Divine, MD
Ian Durbin, MD
Cheyenna Espinoza, MD
Hannah Fagen, MD
Rachel Feliciano, MD
Rebekah Fiers, MD
Nuala Flood, DO
Cynthia Gaines, MD
Jonathan Gale, DO
Reid Gamble, DO, MA
Eva Garrison, DO
Zachary German, MD
Rebecca Goldstein, MD, MPH
Mark Gormley, MD
Melissa Gunderson, MD
Anwei Gwan, MD, MPH, MS
Hasti Hadizadeh, MD
Harikrishna Halaharvi, DO
Jeffrey Hanson, MD, PharmD (alumni)
Mikako Harata, MD
Christine Harb, DO, MPH
Julia N. Harrison MD
Jennifer Hathaway, MD
Ali Hochstetler, MD
Cameron Holmes, MD
Gregory Hooks, MD
Rita Hurd, MD (alumni)
Kristin Inman, MD
Bilal Jawed, MD
Hannah Jessen, MD
Whitney Johnson, MD
Leah Jordan, MD (alumni)
Lindsay Juriga, MD
Farida Karim, MBBS
Nathaniel Klair, MD
Cynthia Koenigsberg, MD
Julia Kohn, MD
Jack Kotecki, MD

Joseph E. Kumka, MD, PhD
Sean Larsen, MD, MS
David Leishman, MD, MS
Eric Leppink, MD
Alyssa Levine, MD
Xuan Li, MD
Pornlada Likasitwatanakul, MD
Sandy Liu, MD
Erica Loon, DO
Megan Lucas, MD
Friederike Luetzenberg, MD
Kimberly Lundeen, MD
Daniel V Ly, MD
Robyn Marks, DO
Rachel McCabe, MD
Kaitlin McLean, MD
Dillon Medlock, MD
Alycia Midas, MD
Mitchell Moe, MD
Danny Mohama, MD
Lauren Mohan, MD
Pedro Monsalve Diaz, MD
Joshua Morof, MD, MPH
Patricia Morrow, MD
Eric Nagarajan, MD
Sashi N Nair, MD
Sabrina Nesladek, MD
Caroline Nyamweya Tekeste, DO, MS
Jenna Nypan, MD
Christina Nyquist, MD
Brandon O'Connor, MD
Ebiere Okah, MD, MS (alumni)
Madison Okuno, MD
Monica Olivier, MD
Sam Olson, MD
Shelbi Olson, MD
Chidi Onongaya, MD
Nathan Ostlie, MD

Kelsey Parks, MD, IBCLC
Nimra Pasha, MD
Dil Patel, MD, MS
Shraya Patel, MD
Samuel Payne, MD
Marissa Paulson, MD
Austin J Peña, MD
Crina Peterson, MD, PhD
Alana Petrassi, MD
Kishore Raja, MD
Aarabhi Rajagopal, MD
Rosemary Ramp, MD
Michelle Rayne, MD, PharmD
Supriya Reddy, MD
Thomas Reimann, MD
Luke Remme, MD
Jennifer J Robinson, MD
Aaron Rosenblum, MD
Daniel Rounds, MD
Ross Rybakowicz, MD
Mayada Saadoun, MD
Autefeh Sajjadi, MD
Joshua Samec, MD
Leah Schaaf, DO
Emma Schaffer, MD
Thomas Schmidt, MD, MHS
Sophie Scholtz, MD
Matthew Semler, MD
Alex Sherban, MD
Zoey Shultz, MD
Hayley Severson, MD, MPH
Zachary Shaheen, MD, PhD
Sruthi Shankar, MD
Evelyn Shen, MD
Kara Sherva, MD
Lauren Sikora, MD
Margaret Singer, MD
Justice Spriggs, MD

Paul J. Strain, MD
Laura Stolbrock, MD
Anisa Suleiman, MD
Wendy Sun, MD
Sarah Swenson, MD, DPhil
Samantha Talerico, MD
Tabitha Tate, MD
Blake Tidwell, MD
Jacob Tigner, MD (alumni)
Shiori Tomatsu, MD
Ellen Townley, MD
Tiffany Truong, DO
Christopher G Tucker, MD, PhD
Lisa Qiu, DO
Jennifer Erinma Udeogu, MD

Alysia Jamier Washington, MD
Taylor Wells, MD
Lindsay Welton, MD
Matthew Wheelwright, MD
Amy Whillock, MD, PhD
Brandon Wesche, MD
Rebecca Wiersma, MD
Hannah Wilson, MD, PhD
Alison Woods, MD
Pitchaya Worapongsatitaya, MD
Teekz Yenpasook DO, MS
Victoria Zeyl, MD
Michael K. Zhang, MD
Talhah Zubair, MD
Haley Zweber, MD

Citations:

1. [Jung v. Association of American Medical Colleges](#)
2. [Code 15 U.S. Code § 37b - Confirmation of antitrust status of graduate medical resident matching programs](#)
3. [Physician Education Debt and the Cost to Attend Medical School](#)

To the House Committee on Labor and Industry Finance and Policy,

My name is Ian Moore and I am a librarian at the University of Minnesota Duluth. I am writing to testify in support of HF 4508, which amends the Public Employee Labor Relations Act.

The Public Employee Labor Relations Act prevents professional employees like myself and my colleagues from organizing to advocate for ourselves in the University of Minnesota system. In particular, pay for professional and administrative employees has lagged far behind the rising cost of living and the university has done little to address it. Stagnating pay leaves many staff demoralized and unable to live comfortably in the communities we are so proud to be a part of as employees of the University of Minnesota system. Again and again, I have seen talented colleagues who are passionate about the work they do at the University of Minnesota leave for work because the university is unwilling to compensate professional staff fairly. Our libraries in particular are uncompetitive with their peers in the region, making it difficult for us to recruit and retain new employees. Turnover, our difficulties in hiring, and stagnating wages have negative effects not only on our staff, but also on the students, faculty, and communities we serve.

I believe that amending the Public Employee Labor Relations Act will enable staff and faculty at the University of Minnesota to effectively advocate for themselves and for their communities. U of M workers, like other public employees, should have the right to join and form the unions that work for them.

Thank you to everyone on the committee for your time and consideration.

Sincerely,

Ian Moore

Business & Economics Librarian at the University of Minnesota Duluth

**INTER
FACULTY
ORG**



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Minnesota House Labor and Industry Finance and Policy Committee

March 14, 2024

The Honorable Michael Nelson
585 State Office Building
St. Paul, MN 55155

Chair Nelson,

I write this letter to express our organization's support for HF4508, the bill to allow faculty, staff, and students at the University of Minnesota to unionize. The Inter Faculty Organization is a staunch advocate for academic freedom and fair labor practices, and we believe that enabling faculty to organize collectively is not only just but also essential for fostering a more equitable and inclusive academic environment.

The University of Minnesota is renowned for its commitment to excellence in teaching, research, and service. However, as an institution that prides itself on promoting critical thinking and social responsibility, it is imperative that it also prioritize the rights and well-being of its faculty members. Current law effectively prevents 23,000 University of MN workers from deciding whether they wish to join a union. The non-unionized mandatory units are outdated and make unionization virtually impossible. Current law also miscategorizes employees and creates a confusing split among workers performing the same jobs.

We have seen firsthand that unionization provides faculty with a collective voice, enabling them to advocate for their interests and concerns more effectively. It fosters a sense of solidarity and collaboration among faculty members, fostering a stronger sense of community and mutual support within the University. Moreover, unions can serve as important mechanisms for addressing issues of diversity, equity, and inclusion within academia, ensuring that all voices are heard and valued.

Unionization also helps address the growing precarity and insecurity faced by many academic professionals, particularly adjunct faculty, and graduate student instructors. By negotiating for more stable employment contracts, job security, and benefits, unions can help alleviate financial stress and create a more sustainable career path for faculty members at all stages of their careers.

Faculty from across the state firmly believe that unionization is not only compatible with the University's mission and values but also essential for upholding them. Faculty members at the University of Minnesota should be afforded the same opportunity. By supporting the effort to allow faculty to unionize, the university can demonstrate a commitment to fairness, transparency, and respect for the contributions of all members of our academic community.

A common refrain among faculty is that our working conditions are students' learning conditions. By supporting this bill, you will create opportunities to improve the academic environment for faculty, staff, and students alike.

In solidarity,

Jenna Chernega
President, Inter Faculty Organization

March 8, 2024

Rep. Michael Nelson, Chair
Rep. Kaela Berg, Vice Chair
House Labor Committee

Chair Nelson, Vice Chair Berg, and Members of the Labor Committee,

I am an undergraduate student worker on the University of Minnesota Twin Cities campus, specifically with the Office of the Registrar. I am also a student who receives federal financial aid and work-study funds. My rights as a student worker are extremely limited due to the current PELRA legislation that is in place. I highly support HF 4508 in modifying the current public employee definition to allow all undergraduate students to join and form common sense unions.

As a student who is disallowed from joining and participating in bargaining due to my financial need to attend college, my rights to collective bargaining are denied. I am unable to join my full-time non-student coworkers and supervisors in the clerical workers' union who represent us and provide benefits that we are unable to receive. This is the case for a large majority of undergraduate students at the University of Minnesota due to the current, unmodified legislation in place. HF 4508 would allow for us to regain the rights we do not currently have. No student should have less rights than any other student due to financial need for aid.

Undergraduate student workers are essential to all University of Minnesota campuses, and we should be able to advocate for ourselves within the unions that represent our various positions across the state. We deserve the same rights and opportunities as any staff at the University who are included under PELRA. The changes we ask for within HF 4508 are not radical, and place the University in line with widely accepted norms for unionization in the public and private sectors. We all are public employees, no matter if we receive federal aid or work study, no matter our position or what campus we attend.

Please consider passing this bill with all proposed modifications. The benefits that undergraduate students receive from common unions, as well as returning our right to collective bargaining, will provide student workers with the protections we have been excluded from.

Thank you.

Ash Smith, UMN Undergrad Student Worker
Minneapolis, MN

March 17, 2024

Minnesota House of Representatives
585 State Office Building
Labor and Industry Finance and Policy Committee
Saint Paul, MN 55155

Chair Nelson and the Labor and Industry Finance and Policy Committee,

I am writing today as an Information Technology administrator currently employed by the University of Minnesota (UMN) to express my support for SF4597, which if passed would reform the MN Public Employment Labor Relations Act (PELRA).

I have worked in Information Technology roles for UMN, in both Civil Service and P&A classified positions, since late 2016 and I feel I can speak to how these overly broad and heterogeneous bargaining units harm our (IT workers) ability to provide the best possible service to the University and its various important missions. Rather than providing the Information Technology community at the University with the ability to collectively organize around workplace issues relevant to our positions, the current paradigm splits the IT@UMN community into separate, enormous bargaining units that make it very difficult to champion said IT-specific workplace issues as they are not relevant to most other employees within these units. This dynamic, in effect, denies Information Technology workers at the University the same collective bargaining rights enjoyed by public employees elsewhere in the state of Minnesota.

The various IT teams and the staff of whom they are composed play an extremely critical role here at the University. As the University of Minnesota continues its many decades long practice of being at the forefront of advances in computer and information systems technology, and as we push ever further into a digital world, the ability for IT workers to come together with a focus on our workplace is of significant importance. Empowering the people who make up our professional community to collectively determine what makes the most sense for our workplace will aid us in continuing to protect, maintain and grow the digital ecosystem that has become core to the University's service and operations on every level. Ultimately, the ability to come together to focus on the IT workplace will lead to stronger IT service across the University and benefit everyone; students, faculty, staff and the public, in our community.

Thank you for your consideration,

Miles de Klerk
Endpoint Engineer, UMN College of Design IT Team

March 11, 2024

Minnesota House of Representatives
100 Rev. Dr. Martin Luther King Jr. Blvd
Labor and Industry Finance and Policy
Saint Paul, MN 55155

Chair Nelson and Members of the Labor and Industry Finance and Policy Committee,

As a current employee of the University of Minnesota (UMN) Libraries, I am writing to express my support for HF4508, which if passed would reform the MN Public Employment Labor Relations Act (PELRA).

The bargaining units currently designated by PELRA lump me, as a Professional & Academic (P&A) employee in Unit 11, together with thousands of UMN employees whose jobs have little in common with my own. For example, as a faculty-like staff librarian with continuous appointment status, I care deeply about workplace issues that are not as relevant to other P&A staff, like academic freedom and protection of research time. The enormity and heterogeneity of the current bargaining units serve to, in practice, deny collective bargaining rights to UMN workers.

The UMN Libraries and our staff are essential to our campus, students, faculty, and the community. We steward millions of dollars worth of books, articles, archives and other rare materials; we oversee large library spaces humming with activity; we support the research mission of the University in countless ways; and much more. The ability to come together with a meaningful focus on the library workplace will lead to a stronger library, to the ultimate benefit of students, faculty, staff, and the public.

Thank you for your consideration,



Danya Leebaw
Associate Librarian, University of Minnesota Libraries

March 11, 2024

Minnesota House of Representatives
100 Rev. Dr. Martin Luther King Jr. Blvd
Labor and Industry Finance and Policy Committee
Saint Paul, MN 55155

Chair Nelson and Members of the Labor and Industry Finance and Policy Committee,

As a current employee of University of Minnesota (UMN) Extension and as an elected senator within the Civil Service Senate (CSS) of the University of Minnesota, I am writing to express my support for SF2597, which if passed would reform the MN Public Employment Labor Relations Act (PELRA).

The bargaining units currently designated by PELRA put myself in Civil Service (CS) together with thousands of other employees who do not share my responsibilities, work in my community or understand that my college even exists. While I work in Anoka County, my colleagues are scattered across the state in Extension's dozens of regional and county offices. Our roles do not look the same as those in the College of Medicine, nor do they look the same as those in the UMN-TC police department. And yet – many of us are classified with the same CS designation because it is a convenient catch-all bucket.

As a Civil Service Senator, I am witness to the shortcomings of co-governance, and how it offers a false promise of fair employee-employer relations. Our senators are nervous, if not informally barred, from moving legislation before our Board of Regents if it has not been pre-approved by the Office of Human Resources, regardless of how reasonable it might be. When I am contacted by a colleague regarding how they are being treated at work, I am unable to support them like a steward or encourage them to use their Weingarten rights because those rights are not extended to us and our bargaining unit. However, and this is not uncommon – many in my department were *formerly* union. They had these rights before they were administratively stripped away.

The Extension service and its staff statewide are vital to meeting the University of Minnesota's mission of outreach – we bring world-class education and research to all of Minnesota's communities. We are investing in relationships with our indigenous tribal governments to uplift their own stories and we are constantly innovating on what it means to be educators. We develop pioneering resources for our SNAP-Ed programming on everything from how rural childcare providers prepare healthy meals for children to making person-centered food shelves. We help farmers and rural families cope with ambiguous loss, and stand hand-in-hand with our public health peers in confronting the opioid epidemic. Our 4-H programs make Minnesota safer, healthier, and more vibrant. Extension brings the University of Minnesota to all corners and communities within our state, and the ability to come together will only build upon the great work we do for Minnesotans everywhere.

Thank you for your consideration,

A handwritten signature in black ink, appearing to read 'Cole Hanson', with a long horizontal line extending to the right.

Cole Hanson
SHIP Health Educator, University of Minnesota Extension



MINNESOTA TEAMSTERS PUBLIC & LAW ENFORCEMENT EMPLOYEES' UNION, LOCAL NO. 320, STATE OF MINNESOTA



AFFILIATED WITH
International Brotherhood of Teamsters

Brian Aldes
Secretary-Treasurer

Erik Skoog
President

Curt Swenson
Vice President

Joshua Loahr
Recording Secretary

Jill Nitke
Trustee

Brett Ohnstad
Trustee

Connie Westlund
Trustee

March 18, 2024

Members of the Labor House Committee,

As the Principal Officer for Teamsters Local 320, I write to urge your support for the proposed amendments to the Public Employment Labor Relations Act (PELRA). Currently, PELRA's provisions prevent thousands of University of Minnesota employees from exercising their rights and securing union representation. This bill is crucial in addressing this disparity and bringing the university's labor relations into the twenty-first century.

Teamsters represent a diverse group of frontline staff at the University of Minnesota who perform essential work in areas of food service, cleaning, landcare, maintenance, and more. Many of our members work alongside undergraduates, professional students, researchers and other non-union staff who are also performing public services in support of the university's teaching and research missions. These workers deserve the same collective bargaining rights and public employment protections that our members enjoy. The proposed legislation will provide a clear pathway to public employment and union representation for thousands of workers on our campuses.

Teamsters also believe that the proposed changes to PELRA are necessary to ensure equity in the university's workforce. It is not fair that thousands of low-wage university employees are excluded from the rights and protections of state labor law, including those reliant on financial aid, paid through stipends, or subject to undercounted hours. This bill will help to raise employment standards for all workers on campus, regardless of their job classification or union affiliation.

As the oldest existing union on the University of Minnesota campuses and one of the first exclusive representatives to take advantage of PELRA, Teamsters have witnessed dramatic changes in the university's workforce classifications in the past several decades. It is clear to us that PELRA's statutory units for non-union staff are wildly out of step with the realities of the current workforce and have hindered unionization efforts. The proposed reforms are long overdue and deserve the consideration and support of the legislature.

TEAMSTERS LOCAL 320

Brian Aldes
Secretary Treasurer

BA/ab/opeu12/genoz/march62024

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United To Protect
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University Education Association of UMD

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uead@d.umn.edu
ueaumd.org

18 March 2024

I am writing to convey the University Education Association-Duluth's support for HF 4508, which modifies the definition of public employees and, in addition, modifies bargaining unit determinations in the University of Minnesota System as they appear in the Minnesota Public Employment Labor Relations Act (PELRA).

I am the President of one of two chapters of the University Education Association, a union that has represented faculty in the University of Minnesota System since 1983. During my career at the University of Minnesota-Duluth, I have witnessed first-hand the power of my union to advocate for fair pay and good working conditions for faculty at UMD. By looking out for faculty, our union has made sure that students in Duluth and Crookston can obtain an excellent University of Minnesota education. Our union has consistently stood for a strong faculty voice in the management of the University, as well as for dignity in our academic workplace.

It is time for our colleagues on the Twin Cities campus and elsewhere in the University of Minnesota System to have the same right to collective bargaining, if they so choose, and to remove the barriers resulting from the manipulation of bargaining units by anti-union university administrators. The UEA-Duluth supports this legislation because we want bargaining unit determinations to be consistent with the type of work performed by our instructional colleagues, as opposed to the "catch-all" bargaining units that are currently in place and that actively prevent the organization of unions for the University's instructors at all levels.

PELRA, as it currently exists, has created a welcome space within which the UEA has been able to advocate for U of MN Faculty, and it is time to expand those protections through a timely update to the statute.

Sincerely,



John D. Schwetman
President
University Education Association-Duluth

Dear Members of the House Labor and Industry Committee,

On behalf of the 30,000 undergraduate students our organization represents, we urge you to support [HF 4508](#) to update PELRA to remove outdated bargaining unit determinations and ensure full collective bargaining rights for all student workers at the University of Minnesota. This bill is critical to ensuring all students at the University of Minnesota are given the same rights as other public sector employees.

Currently, the Minnesota Public Employee Relations Act (PELRA) rules around the definition of “employees” and designated “bargaining units” at the University of Minnesota do not work in ways that promote the organization of unions and the expansion of worker rights but have instead been used and manipulated to restrict worker rights and to make union organization as difficult as possible. For example, PELRA excludes full time undergraduate students under work-study programs and students in connection with the receipt of financial aid from status as public employees. These restrictions are heavily felt on a campus where over 75% of the student body work while attending school.

This is not a radical proposal; many similar institutions have established support for undergraduate students gaining bargaining rights, including: Grinnell College, Dartmouth, California State University, University of Massachusetts at Amherst, Mount Holyoke, Barnard College, Fordham Wesleyan, and Tufts. Likewise, support for allowing undergraduates to unionize in Minnesota has been increasing, as noted by the recent unionization of undergraduates at Macalester College.

We therefore ask for your support for updating PELRA to remove outdated bargaining unit determinations and ensure full collective bargaining rights for all student workers at the University of Minnesota. Under these changes, we believe that all undergraduate workers, post-doctoral fellows, and graduate fellows at the University of Minnesota should be recognized as public employees, which will provide a pathway to collective bargaining for these employees. Additionally, we support alterations to PELRA to prevent attempts to undermine organizing, bargaining, and union composition by reclassifying workers and altering degree and graduation requirements.

We end by affirming the Undergraduate Student Government’s support for all workers at the University of Minnesota, and encourage all Minnesota legislators to support these necessary changes to PELRA.

We ask that you consider our voices and vote to change these restrictions.

Sincerely,

The University of Minnesota, Twin Cities Undergraduate Student Government