PROUD of our LGBTQI+ nurses, patients, and community!
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The Machinists Union extends our best wishes to Pride at Work for a successful 2022 conference. Your dedication to advancing a new generation of leaders and ensuring we all have a voice at the table will change the American workforce.

The International Association of Machinists and Aerospace Workers

INTERNATIONAL PRESIDENT
Robert Martinez, Jr.

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THE UAW STANDS WITH YOU IN THE FIGHT FOR EQUALITY

“Injustice anywhere is a threat to justice everywhere.”

-Dr. Martin Luther King Jr.

President, Ray Curry • Secretary-Treasurer, Frank Stuglin
Vice Presidents, Cindy Estrada, Terry Dittes, Chuck Browning

UAW.ORG
AGENDA

WEDNESDAY, AUGUST 17, 2022

9 AM-5 PM  Pride at Work National Executive Board Meeting – Studio A&B (14th Floor)

4 PM-7 PM  Registration – Grand Ballroom Foyer

6 PM-8 PM  Welcome Reception – Marquis Ballroom & The Dome (14th Floor)

THURSDAY, AUGUST 18, 2022

8 AM-5 PM  Registration – Grand Ballroom Foyer

8 AM  Continental Breakfast & Coffee

9 AM  Opening Plenary Session – North+Center Grand

Welcome & Opening Gavel & Presidents’ Report
First Call for Nominations
Rules of the Day & Credentials Report
Speakers include:
  Bernie Burnham – Minnesota AFL-CIO President
  Randi Weingarten, AFT President
  Stuart Appelbaum, RWDSU President
  Sara Nelson, AFA-CWA President
  Dora Cervantes, IAMAW Secretary-Treasurer
  Tim Eicher, Slevin & Hart
  Gabbi Pierce, CWA Organizer
  State of the Airlines Panel

12:15 PM  Lunch Provided – North+Center Grand

Starbucks Workers Panel

2 PM  Day of Action Activities
AGENDA

FRIDAY, AUGUST 19, 2022

8 AM  Union Caucuses – Use this time to self-organize union caucuses. There is space in South Grand, Avenues 1&2, and the main hall in North+Center Grand.

8 AM  Continental Breakfast & Coffee

9 AM  Plenary Session – North+Center Grand

Speakers include:
- Jeremy Lannan, AFGE National Vice President, Women’s and Fair Practices
- Aisha Chughtai, Minneapolis City Council Member
- Julie Frietchen, IAMAW Director of Civil and Human Rights
- Willie Carver, AFT Educator
- Steve Simon, Minnesota Secretary of State
- Andrea Jenkins, President Minneapolis City Council
- Kayt Tiskus, Bowen Public Affairs Consulting
- Shane Larson, CWA Assistant to the President
- Keith Ellison, Minnesota Attorney General
- Danijel Kalezić, ERA – LGBTI Equal Rights Association for Western Balkans and Turkey
- Trans/Non-Binary Panel
- Racial Justice & Intersectionality Panel

12:45 PM  Elders, trans & non-binary folks, people of color, youth, and others may use this time to self-organize caucuses. There is space in South Grand, Avenues 1&2, and the main hall in North+Center Grand.

2-3:30 PM  Workshop Session 1
See descriptions. Location TBA

3:40-5:10 PM  Workshop Session 2
See descriptions. Location TBA

6:30 PM  Pride at Work 2022 Solidarity Awards Banquet – Marquis Ballroom (14th Floor)
Honorees: Jon Schleuss (TNG-CWA) & Fred Redmond (AFL-CIO)
AGENDA

SATURDAY, AUGUST 20, 2022

8:30-9:30 AM  Chapters and others may use this time to self-organize caucuses. There is space in South Grand, Avenues 1&2, and the main hall in North+Center Grand.

9:30 AM  **Business Meeting** - North+Center Grand

- Second Call for Nominations
- Resolutions Report
- Officer Elections
- Other Business

1 PM  **Adjourn**
WORKSHOPS

Political Polarization, the Threat to Democracies, and What We Can Do About It
Kate Shaughnessy, AFL-CIO Leadership Development Coordinator

While political polarization is not new to the United States, it is growing the fastest compared with other parts of the world. By examining our own communities and other countries around the globe, we will discuss how polarization expands and ways we can shrink the divide through civic engagement. Specifically, we will begin to address some techniques for keeping calm when talking politics with people of opposing views. Come curious, and leave a bit more courageous.

Defending Democracy—Why Voting Matters
Jocelyn Woodards, AFL-CIO

From restrictive voter suppression laws to an attack on the U.S. Capitol, American democracy is under threat today. In this session, we will examine the important role voting plays in a democracy and discuss how we can improve our democracy by protecting our elections from political interference and ensuring no American citizen is denied the right to vote.

Tools For Building Your Local Chapter
Jo Riedel, Pride at Work Staff

This workshop will discuss organizing strategies to assist local chapter leaders in their efforts to recruit and retain members. We will examine effective strategies taken from years of internal union mobilization and organizing campaigns and discuss how these methods can be used to grow your local chapter.

Creating Effective Messaging for TV & Radio News Coverage
Ray Bradford, Pride@Work NEB, and former SAG-AFTRA National EEO Director

You’ve created your campaign talking points and want to get them out to the public. But how do you get the broadcast news media to cover it? This interactive session shares how TV and Radio newsrooms create their “lead” stories, giving you inside tips so you have a leg up on how to create your story and get your message across so that, most importantly, your key points are included.

Social Media, E-Mail, Action Network, Oh My!
Caleb-Michael Files, AFL-CIO Lead Senior Digital Campaign Strategist

Join the AFL-CIO’s Lead Senior Digital Campaigns Strategist and our Treasurer / Fundraising Director Caleb-Michael for a workshop to deepen your understanding of digital strategy, offerings available to chapters, and how to utilize the Action Network tool offering.
SPEAKERS

Stuart Appelbaum
RWDSU President

Stuart Appelbaum became President of the Retail, Wholesale and Department Store Union on May 1, 1998. He also currently serves as an Executive Vice-President of the 1.3 million-member United Food and Commercial Workers International Union. Appelbaum previously served as International Secretary-Treasurer, Vice-President, Executive Board Member, Assistant to the President and Coordinator of Special Projects for the RWDSU.

Appelbaum is a Vice-President of the national AFL-CIO and a member of the federation’s Executive Council, where he co-chairs the federation’s International Affairs Committee. He also currently serves as a vice president of the New York State AFL-CIO, and a member of its Executive Committee.

Appelbaum is the President of the Jewish Labor Committee; and he is a member of the Executive Council of the Conference of Presidents of Major American Jewish Organizations. He is also a board member of the Latino Victory Fund. He is a Vice President of the Consortium for Worker Education.

Appelbaum is a summa cum laude graduate of Brandeis University. He graduated with honors from Harvard Law School. Appelbaum resides in New York City with his husband, Michihito Osawa.

Willie Carver
AFT Educator

Willie Carver teaches French and English at Montgomery County High School, where he has taught since 2013. He is a 17-year teaching veteran who has taught at the university and high school level in Kentucky, Georgia, Vermont, and France. Willie has a dual endorsed Master's in Teaching in French and English, a Rank 1 in French linguistics, and additional graduate work in English and skillful teaching.

Willie has published a great deal of research and presented on a great deal of subjects as a member of the Kentucky World Language Association, the National Council of Teachers of English, the Kentucky Philological Association, Ed Camp, Educators Rising, the Center for Collaborative Literacy, and the Kentucky Education Summit, to name a few. Willie is a recipient of the Kendall Smith Kentucky Star Awards, a 2021 Teacher Who Makes a Difference award, and was chosen as the 2022 Kentucky Teacher of the Year.

Steve Simon
Minnesota Secretary of State

Steve Simon is Minnesota’s 22nd Secretary of State. As Secretary of State, he partners with township, city, and county officials to organize elections on behalf of Minnesota’s nearly four million eligible voters, and to ensure that the election system is fair.

Before being elected Minnesota’s Secretary of State, Simon served in the Minnesota House of Representatives for ten years.
representing the communities of St. Louis Park and Hopkins. Simon also served as Assistant Attorney General of Minnesota and worked as a lawyer in private practice for several years. He was named a “Rising Star” four different times by Law & Politics magazine and has received many other recognitions for his work on behalf of Minnesotans, including the “Outstanding Legislator Award” from the Minnesota School Board Association and the “Civic Leadership Award” from the Citizens League.

Simon graduated with a B.A in Political Science from Tufts University in Massachusetts in 1992, and earned a J.D. from the University of Minnesota Law School in 1996. Simon and his wife Leia live in Hopkins with their two children, Hannah and Noah, and rescue dog, Hugo.

Sara Nelson
Association of Flight Attendants-CWA President

Sara Nelson has served as the International President of the Association of Flight Attendants-CWA, AFL-CIO since 2014. She first became a union member in 1996 when she was hired as a Flight Attendant at United Airlines and today she represents 50,000 of aviation’s first responders at 17 airlines.

Sara’s previous union posts include serving as AFA’s international vice president from January 2011-May 2014, several local officer positions in Boston, national strike chair, and national communications chair at the United chapter.

In the broader Labor Movement, Sara serves as a member of the AFL-CIO Executive Council, the Communication Workers of America Executive Board, the Transportation Trades Department Executive Board, the Labor Advisory Committee for Trade Negotiations and Trade Policy, and the International Transport Workers Federation Civil Aviation Steering Committee. She has received the prestigious Jones-Blizzard Award from the United Mine Workers of America, the AFL-CIO MLK Drum Major for Justice Award, the Eleanor Roosevelt Human Rights Award from Jobs with Justice, the National Consumers League Trumpeter Award, Women’s March Spotlight Award, and Massachusetts Teachers Association Friend of Labor Award.

Sara grew up in Corvallis, Oregon and earned a bachelor’s degree from Principia College with majors in English and Education. She resides in the DC area with her husband, David Borer and son Jack.

Randi Weingarten
American Federation of Teachers President

RANDI WEINGARTEN is president of the 1.7 million-member American Federation of Teachers, AFL-CIO, which represents teachers; paraprofessionals and school-related personnel; higher education faculty and staff; nurses and other healthcare professionals; local, state and federal government employees; and early childhood educators.

Prior to her election as AFT president in 2008, Weingarten served for 11 years as president of the United Federation of Teachers, AFT Local 2, representing approximately 200,000 educators in the New York City public school system, as well as home child care providers and other workers in health, law and education.

Weingarten holds degrees from Cornell University’s School of Industrial and Labor Relations and the Cardozo School of Law. She worked as a lawyer for the Wall Street firm of Stroock & Stroock & Lavan from 1983 to 1986. She is an active member of the Democratic National Committee and numerous professional, civic and philanthropic organizations. Born in 1957 and raised in Rockland County, N.Y., Weingarten now resides in the Inwood neighborhood of New York City.
Kevin Mapp
United Steelworkers Vice President of Human Affairs

Kevin Mapp was elected to serve as USW International Vice President (Human Affairs) in April 2022. He previously served as Assistant to the Director in District 2. As a member of USW Local 1299 in Ecorse, Mich., Mapp held a number of positions, including Vice Chairman of the Grievance Committee.

In 2012, Mapp became a staff rep. He serviced a wide variety of locals across southern Michigan, including Local 13702, whose members work in area cemeteries. He bargained contracts at numerous industrial and manufacturing facilities in steel, auto-parts production, coke, paper, and more, as well as serving as second chair in negotiations between Local 8888 and Huntington Ingalls Industries. He became sub-director for southern Michigan in 2017 before becoming Assistant to the Director in 2020. As USW Vice President, Mapp coordinates bargaining in the union’s health care, containers, public sector and ship building sectors.

A committed activist, Mapp serves on the boards of both the metro-Detroit and national A. Philip Randolph Institutes (APRI). Mapp also serves as a trustee on the USW Health and Welfare Fund, an advisory board member to the Institute for Career Development and a member of the Board of Directors for the Michigan AFL-CIO Labor Foundation. He is a graduate of the Harvard Trade Union Program and the Cornell National Labor Leadership Initiative. Mapp is happily married to his wife Kim and has a son, daughter and granddaughter.

Keith Ellison
Minnesota Attorney General

Keith Ellison was sworn in as Minnesota’s 30th attorney general on January 7, 2019. From 2007 to 2019, Keith Ellison represented Minnesota’s 5th Congressional District in the U.S. House of Representatives. While in Congress, he founded the Congressional Antitrust Caucus and the Congressional Consumer Justice Caucus. He also served as co-chair of the Congressional Progressive Caucus, which he helped build to more than 100 members.

Before being elected to Congress, Attorney General Ellison served four years in the Minnesota House of Representatives. Prior to entering elective office, he spent 16 years as an attorney specializing in civil-rights and defense law, including five years as executive director of the Legal Rights Center.

Attorney General Ellison received his law degree from the University of Minnesota Law School in 1990. He is the proud father of four adult children: Isaiah, Jeremiah, Elijah, and Amirah. He is the first African American and the first Muslim American to be elected to statewide office in Minnesota.

Kayt Tiskus
Bowen Public Affairs Consulting

Kayt Tiskus (she/hers) is a queer NYC-based lobbyist for social justice and the principal of Collective Public Affairs (formerly Bowen Public Affairs). She works with clients such as the Equality Federation and Pride at Work to help bring budget-based advocacy to LGBTQIA+ movement nationwide.

Julie Frietchen
IAMAW Director of Women’s and Human Rights

Julie Frietchen became the Director of the Women’s and Human Rights Department March 1, 2022. Prior to becoming director, she was an Education Representative at the Winpisinger Center since 2009. She started her career as a Continental flight attendant and is a more than 30-year member of the IAM. Julie served in
many union capacities including president of Local Lodge 2339, base chairperson, and district lodge organizer. In 2000, she became a general chairperson for District Lodge 142 and has extensive experience in contract negotiation and administration. Julie earned a Master’s degree in Work and Labor Policy with an Advanced Certificate in Women and Gender Studies from SUNY and a Bachelor of Arts degree in labor studies from the National Labor College.

**Jon Schleuss**  
NewsGuild-CWA President

Jon (he/him/his) grew up in rural Arkansas reading the morning Arkansas Democrat-Gazette and the afternoon Camden News. He found his way into journalism through college radio. He became the online editor of the Northwest Arkansas Democrat-Gazette at age 21, moving the paper to do more breaking news, use social media and report live election results.

In 2013 he joined the Los Angeles Times as a data and graphics journalist, writing and telling innovative stories using computer programming. He taught journalism students how to code at the University of Southern California. He was part of the group that organized the Times in 2018. He ran for president and won in 2019. As NewsGuild president, Jon serves on the Executive Board of the CWA. He lives in Washington, D.C.

**Jeremy Lannan**  
AFGE National Vice President of Women and Fair Practices

Jeremy Lannan is National Vice President for Women and Fair Practices at the American Federation of Government Employees. Lannan is the first openly gay federal employee ever elected to one of AFGE’s three national leadership positions. He also is the first male ever to lead AFGE’s Women’s and Fair Practices Departments.

Lannan’s election to national office was a culmination of two decades of public service, starting when he was hired as a clerk by the U.S. Census Bureau in 1997. He soon joined AFGE Local 1438, which represents Census Bureau employees in Jeffersonville, Ind., and held numerous leadership roles.

Between 2012 and 2015, Lannan was AFGE’s National Fair Practices Affirmative Action Coordinator for the 6th District. In 2013, he began serving as EEO Fair Practice Coordinator for AFGE Council 241.

He most recently worked as an AFGE national organizer, actively signing up new members and contributing to AFGE’s record 27 consecutive years of membership growth. He has participated actively in AFGE’s Y.O.U.N.G. and Pride programs, representing under-40 and LGBTQ members, respectively – providing him a platform as a young leader for his voice to be heard.

Lannan is a native of Louisville, Ky.

**Gabbi Pierce**  
CWA Organizer

Gabbi Pierce (She/Her) is a trans organizer with CWA, co-chair of Twin Cities Pride at Work, and a member of the Minnesota AFL-CIO General Board. She has been an organizer for six years, covering issues ranging from education to climate change, and spent a year serving on the Los Angeles Highland Park Neighborhood Council. Her start as a labor organizer was marked by unionizing the climate organization Sunrise Movement two years ago, where she also worked as a member of the union’s bargaining committee. As a trans woman, organizing for trans justice and liberation is a consistent priority of hers, grounded in the value that trans rights are workers rights.
Fred Redmond
AFL-CIO Secretary-Treasurer

Fredrick D. Redmond is the secretary-treasurer of the AFL-CIO. On June 13, 2022, he was unanimously elected to the position as the highest ranking African American officer in the history of America’s labor movement.

AFL-CIO Secretary-Treasurer Fred Redmond was first elected to this position by the AFL-CIO Executive Council on Aug. 20, 2021. He has served on the federation’s Executive Council since 2008.

Redmond’s path to the federation’s second-highest office began in 1973, when he went to work at Reynolds Metals Co. in Chicago and became a member of the United Steelworkers (USW). He was active in his local union almost immediately, serving as shop steward and eventually vice president. He served three terms as local president.

In 1996, Redmond joined the USW staff, working with local unions in the Chicago area before accepting a position at the international union’s headquarters in Pittsburgh in 1998.

As international vice president for human affairs, a position to which he was first elected to in 2006, Redmond oversaw the union’s Civil and Human Rights Department and worked with USW allies across the country in responding to attacks on voting rights and in combating economic inequality.

Redmond has spent his entire life fighting for racial justice in the workplace and throughout our communities. In 2016, he was appointed to Pennsylvania Gov. Tom Wolf’s Advisory Commission on African American Affairs, and in 2020, Redmond was tapped to chair the AFL-CIO Task Force on Racial Justice, a body focused on taking concrete action to address America’s long history of racism and police violence against Black people.

Redmond has served on the boards of directors of Working America, the community affiliate of the AFL-CIO; TransAfrica Forum; the Workers Defense League; the National Endowment for Democracy; the Coalition of Black Trade Unionists; Interfaith Worker Justice; and, since 2007, has served as chair of the board of directors of the A. Philip Randolph Institute. In 2021, Redmond was elected president of the Trade Union Confederation of the Americas, a prestigious international post.

Danijel Kalezić
ERA – LGBTI Equal Rights Association for Western Balkans and Turkey

Danijel Kalezić is one of the first and most visible LGBTI activists in Montenegro, and is working tirelessly towards the improvement of the position of the LGBTI community in Montenegro. Danijel is the president of the Governing Board of Queer Montenegro ever since its establishment in 2012 and has assumed the role of the member of the ERA Steering Board in 2018.

For over 10 years now, Danijel has been dedicated to supporting and building the LGBTI community, as well as advocating for changes within the legal and policy framework of Montenegro, and capacity building for both civil society and relevant state institutions.

In addition, Danijel has spent a great deal of his activist work in the area of health, by serving as an outreach worker on HIV/AIDS and STD prevention programs for NGO Juventas. Some of Danijel’s biggest achievements so far include successful organizing of Montenegro Prides since 2013, advocating for adoption of the Strategy for Improvement of Quality of Lives of LGBT Persons, establishing and professional development of Queer Montenegro and drafting of model laws on registered partnership and legal gender recognition.
Bernie Burnham
Minnesota AFL-CIO President

Bernie Burnham took office in February 2022 as the 10th president of the Minnesota AFL-CIO and the first person of color to serve in that position. Prior to her election to lead the state federation, Burnham was vice president of Education Minnesota, which is affiliated with both the AFT and NEA, since 2019. She spent 14 years as an elementary school teacher and was actively involved in the labor management process in the Duluth Public Schools for nine years, four of those prior to being elected president of the Duluth Federation of Teachers.

Anne Balay
Author

Anne Balay graduated with a PhD from the University of Chicago, after which she promptly became a car mechanic. Though in subsequent years she returned to academia as a professor both at the University of Illinois and Indiana University Northwest, she never lost her interest in blue collar work environments. Dr. Balay moved to Gary, Indiana to teach, and was immediately interested in the steel industry of the region. Her coworker and mentor, Jimbo Lane, suggested that she would be perfectly suited to meeting with and writing about the LGBT workers within the mill community, and Steel Closets was born. Anne then attended commercial truck driving school, got her CDL, and drove over the road. Oral histories of truck drivers she did in 2015/16 have led to her new book Semi Queer. Anne was a Visiting Assistant Professor at Haverford College until 2019, and is now an Organizer for SEIU working with adjunct faculty in Saint Louis.

She has two children, who are glowing orbs of wonder, and a grandson who is the light of her life – no exaggeration.

Andrea Jenkins
Minneapolis City Council President

Jenkins moved to Minnesota to attend the University of Minnesota in 1979. She worked as a Vocational Counselor for Hennepin County government, for a decade. Jenkins worked as a staff member on the Minneapolis City Council for 12 years before beginning work as curator of the Transgender Oral History Project at the University of Minnesota’s Jean-Nickolaus Tretter Collection in Gay, Lesbian, Bisexual and Transgender Studies.

She holds a master’s degree in Community Development from Southern New Hampshire University, a MFA in Creative Writing from Hamline University and a Bachelor’s Degrees in Human Services from Metropolitan State University. She is a nationally and internationally recognized writer and artist, a 2011 Bush Fellow to advance the work of transgender inclusion, and the recipient of numerous awards and fellowships. In 2018 she completed the Senior Executives in State and Local Government at Harvard University.

Jenkins made history in 2017 as the first African American openly trans woman to be elected to office in the United States. Now serving as Council President, she is also a writer, performance artist, poet and transgender activist.
Aisha Chughtai
Minneapolis City Council Member

Aisha Chughtai proudly represents Ward 10 in Minneapolis. Ward 10 is a community where 80% of residents are renters. Ward 10 is home to three of Minneapolis’ major commercial corridors: Eat Street, LynLake, and Hennepin Ave.

Aisha is a renter, union organizer, and first-born daughter in a Muslim immigrant family.

Aisha started her career as a frontline worker in retail and childcare. She has also worked to elect progressive and socialist leaders to office, fought to strengthen workers’ rights while working for Service Employees International Union (SEIU) Minnesota State Council, and has been deeply involved in movement work in the fight for immigrants’ rights, housing justice, and mutual aid efforts in Ward 10.

Dora Cervantes
IAMAW General Secretary-Treasurer

Dora Cervantes became the IAM’s 12th General Secretary-Treasurer on August 1, 2015. She is the first woman to direct the IAM’s finances as General Secretary-Treasurer. Cervantes first joined the IAM Executive Council on July 1, 2013 as the first Hispanic woman to serve as a General Vice President. Cervantes has served as the Assistant Secretary to the General Secretary-Treasurer since 2012.

Cervantes currently serves as a National Board Member on the Labor Council for Latin American Advancement (LCLAA), is an active member of the Coalition of Labor Union Women (CLUW), is member of United Against Human Trafficking, and also serves as a Trustee for both, the National IAM Benefit Trust Fund and the IAM National 401(k) Plan.

TIMOTHY K. EICHER
Principal
Slevin & Hart, PC

Tim Eicher has focused exclusively on employee benefits law since he began his career, and advises union, multiemployer, and nonprofit clients on a wide range of compliance issues under ERISA, the Internal Revenue Code, and related laws. He is actively involved with the American Bar Association’s Employee Benefits Committee and is a contributing author of the ABA Section of Labor and Employment Law’s treatise, Employee Benefits Law. He also serves as a continuing faculty member for the District of Columbia Bar Association’s ERISA Basics educational program, which he helped design. Mr. Eicher received his law degree from Georgetown University Law Center and his undergraduate degree from Princeton University, where he majored in Classics. Tim lives in Washington, DC with his husky and his husband, in that order.
Shane Larson
Assistant to the President and Senior Director for Government Affairs and Policy at the 500,000-member strong Communications Workers of America (CWA).

Shane, a native of South Dakota, attended Georgetown University’s Walsh School of Foreign Service, earning a BSFS in International Politics. Shane began his professional career working for Senator Tom Daschle (D-SD) in Washington, D.C. and South Dakota serving as Deputy Press Secretary in his Senate office and Communications Director on his 1998 re-election campaign.

In 1999, Shane was hired by the Association of Flight Attendants as the Senior Government Affairs Representative, eventually becoming Director of Government Affairs. During his decade at AFA-CWA he developed membership training programs that resulted in a meaningful increase in the number of legislative and political activists.

He was responsible for several important legislative victories including the decade’s long goal of flight attendant certification, legal seniority protections for airline employees in an airline merger and correcting the FMLA to guarantee full time airline employees qualify for coverage.

As Legislative Director of CWA, he helped lead efforts to reform the Senate rules and opposition to Fast Track and the Trans-Pacific Partnership. He served as Co-President of the National Executive Board of Pride at Work for 5 years and he currently serves as President of the Congressional Progressive Congress Action Fund Board.
SOLIDARITY AWARDS BANQUET

HONORING:

JON SCHLEUSS
PRESIDENT, TNG-CWA

FRED REDMOND
SECRETARY-TREASURER, AFL-CIO

AUGUST 19, 2022 | 6:30 PM
MARQUIS BALLROOM
MILLENNIUM HOTEL MINNEAPOLIS

MORE INFO @ OUTFORDEMOCRACY.COM
ACKNOWLEDGMENTS

MILLENNIUM HOTEL TEAM
Thank you to all the union members from UNITE HERE Local 17 for their hard work at the Millennium Minneapolis. Please remember to tip your housekeepers and wait staff!

AFL-CIO SUPPORT SERVICES
We are grateful for the dedicated, quality work of OPEIU Local 2 members in the AFL-CIO print shop for their work producing our convention program book, handouts, banners, and signs.

PRIDE AT WORK TWIN CITIES
A special thank you to the Pride at Work Twin Cities chapter team for such amazing work helping us prepare for this convention. Strong, vibrant chapters - like theirs - are what make Pride at Work a great organization.

MINNESOTA STATE AFL-CIO & MINNEAPOLIS RLF
Thank you to the President Bernie Burnham and President Chelsie Glaubitz and your teams for such a great welcome to Minneapolis and for all you do for all working people.

PROGRAM AND GRAPHIC SERVICE
Much thanks to Hashtag Creative for the graphics work and program layout. We appreciate their professionalism and flexibility. HashtagCreative.CO

PRIDE AT WORK STAFF
We appreciate the hard work and dedication of our national staff. They go above and beyond every day to build power for LGBTQ+ working people.

INMEX
The team at INMEX always helps us plan and execute these conventions in a friendly and professional manner. Say hi to Christine and the team at registration.

2022 CONVENTION COMMITTEES

ELECTIONS
Travis Simon
Bess Watts
Gabe González
Shellea Allen
Keturah Johnson

RULES & CREDENTIALS
Ray Bradford
Wade Luneburg
Caleb-Michael Files
Doug Boney

AGENDA & PROGRAM
Diana Limon
Brittany Anderson
Ray Bradford
Peter Greenburg
Caleb-Michael Files

RESOLUTIONS & BYLAWS
Linda Donahue
Brittany Anderson
Josette Jarmillo
Blaine Rummel
FAQs

DO I NEED MY CREDENTIALS?

Yes - Be sure to always carry your credentials with you during convention sessions and while in the convention area. Access to convention spaces and meals will require visible credentials every day.

IS THE GALA INCLUDED IN MY REGISTRATION?

Yes – All registrations include the gala awards dinner.

IS THERE A LOST & FOUND?

Any lost items will be kept in the Pride at Work convention office through the end of convention. If you find or lose anything, please notify the Pride at Work staff. You may also want to check with the hotel front desk if we don’t have your item.

I HAVE ISSUES WITH MY ROOM OR BILL, WHAT DO I DO?

Please see the front desk staff with any issues. If they cannot resolve your concern, please inform Pride at Work staff and we will see what we can do.

WHAT IF I NEED MEDICAL ATTENTION?

If you’re having a medical emergency, dial 911 immediately. For further assistance, ask the hotel staff.

DO I NEED TO TIP MY HOUSEKEEPER?

The standard tip for housekeepers is $5 per day. If you choose to tip your housekeeper (and you should!) place the money under the pillow with a note to indicate it’s for housekeeping.

Additionally, it is customary to tip 20% for restaurant service and $1 per drink for bar service.

WHAT DO I DO IF SOMEONE IS HARASSING ME OR GIVING ME UNWANTED ATTENTION?

Pride at Work is committed to providing an environment free from discrimination and harassment, regardless of an individual’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. As such, Pride at Work will not tolerate discriminatory, harassing, or otherwise unacceptable behavior at any of its events or meetings.

This convention, as all Pride at Work events and meetings, is governed by our Code of Conduct. A copy of the Code of Conduct can be found in the materials you received at registration. Please report any violations of the Code of Conduct to Pride at Work staff or a Pride at Work National Executive Board member.
BOARD OF DIRECTORS

NATIONAL EXECUTIVE BOARD
As of June 30, 2022

Executive Committee
Shellea Allen, Co-President (SAG-AFTRA)
Seattle, WA
Gabe González, Co-President (WBNG-CWA)
Washington, DC
Sheva Diagne, Vice President (WGAW)
Los Angeles, CA
Caleb-Michael Files, Treasurer (WBNG)
Washington, DC
Linda Donahue, Recording Secretary (Cornell ILR)
Rochester, NY

CHAPTER REPRESENTATIVES
Bess Watts (AFSCME) – Rochester-Finger Lakes Chapter
Rochester, NY

SMALL CHAPTERS REPRESENTATIVE
Josette Jaramillo (AFSCME)
Denver, CO

DIVERSITY REPRESENTATIVES
Ray Bradford (SAG-AFTRA)
Los Angeles, CA
Stan Kiino (AFA-CWA)
San Francisco, CA
Donna Cartwright (TNG-CWA, retired)
Baltimore, MD

COMMUNITY LIAISON
Brittany Anderson (IAMAW)
Minneapolis, MN

INTERNATIONAL UNION REPRESENTATIVES
Pat Crispino – AFT Representative
Travis B. Simon – SEIU Representative
Peter Greenberg – IAMAW Representative
Joseph McCue – CWA Representative
Keturah Johnson – AFA-CWA Representative
Michele Kessler – UFCW Representative
Nancy Wohlfarth – OPEIU Representative
Thom McDaniel – TWU Representative
Chelsey Engel – USW Representative
Diana Limon – IBEW Representative
Francis Nichols III – AFGE Representative
Wade Lüneburg – UNITE HERE Representative
Blaine Rummel – AFSCME Representative
Doug Boney – IATSE Representative
Misty Tanner – Teamsters Representative
Lisa Gregory – BCTGM Representative

STAFF
Jerame Davis – Executive Director
Jo Riedel – Membership & Program Coordinator
LOCAL RESOURCES

LGBTQ & COMMUNITY ORGANIZATIONS

- OutFront Minnesota - outfront.org
- Project for Pride in Living (PPL) - www.ppl-inc.org
- Twin Cities Quorum - www.twincitiesquorum.com
- Gay for Good - gayforgood.org
- The Imperial Court of Minnesota - impcourtnmn.org
- Minnesota Leather Pride - www.mnleatherpride.org
- North Star Gay Rodeo Association - www.nsgra.org/home.aspx
- OneVoice (LGBTQ Chorus) - www.onevoicemn.org

LGBTQ MEDIA

- Twin Cities Gay Scene - www.twincitiesgayscene.com

LGBTQ BARS

- 19 Bar
  19 W 15th St., Minneapolis (nearest to hotel)
- Lush - www.lushfoodbar.com
  990 Central Avenue NE, Minneapolis
- The Saloon - www.saloonmn.com
  830 Hennepin Ave, Minneapolis
- The Black Hart of Saint Paul - www.blackhartstp.com
  1415 University Ave W, St Paul, MN
- Brass Rail - thebrassraillounge.com
  422 Hennepin Ave., Minneapolis
- Gay 90’s - www.gay90s.com
  408 Hennepin Ave, Minneapolis
- eagleBOLTbar - eagleboltbar.com
  515 S Washington Ave., Minneapolis
- Ground Zero
  15 SE 4th St., Minneapolis
LOCAL RESOURCES

LGBTQ-FRIENDLY UNION SHOPS

- Fair State Brewing - fairstate.coop
  2506A Central Ave Ne, Minneapolis, MN
- Brother Justus Whiskey Company-Cocktail Room - brotherjustus.com
  3300 5th Street Northeast, Minneapolis, MN
- Stillheart Distillery and Cocktail Lounge - www.stilheartdistilling.com
  124 N 3rd Ave, Minneapolis, MN
- Starbucks 4712 Cedar Ave S, Minneapolis, MN 55407
- Starbucks (Mall of America) 164 E Broadway, Bloomington, MN 55425
- Starbucks 300 Snelling Ave S, St Paul, MN 55105
- Starbucks 3704 Silver Lake Rd NE, Minneapolis, MN 55421

SUBSTANCE USE DISORDER

- Latitudes St. Paul - www.meridianprograms.com/program/latitudes-lgbt/
- Minnesota Recovery Connection - minnesotarecovery.org
- Pride Institute - pride-institute.com

RELIGIOUS GROUPS

For a full list of faith organizations and places of worship that are LGBTQIA+ friendly, visit
https://www.outfront.org/faith-organizations

LGBTQ HEALTH & PHARMACY

- M Health Fairview Clinic - Smiley’s
  2020 E 28th St., Minneapolis, MN, 55407
- Rainbow Health - rainbowhealth.org
  2577 W. Territorial Rd. St. Paul, MN 55114
- The Aliveness Project - aliveness.org
- Family Tree Clinic - www.familytreeclinic.org
- Planned Parenthood - ppmns.org
CHAPTERS

AZ – Arizona
CA – San Diego
CA – Los Angeles
CA – Bay Area
CA – Sacramento
CO – Colorado
DC – Baltimore-DC
FL – South Florida
GA – Atlanta
HI – Hawai‘i
IL – Chicago
MA – Eastern Massachusetts/Boston
MI – Michigan
MO – Missouri
NJ – New Jersey
NY – Eastern NY
NY – New York City
NY – Long Island
NY – Rochester Finger Lakes
OH – Ohio
OR – Oregon
PA – Pennsylvania
TX – Texas
VA – Northern Virginia
WA – North (Seattle)
WA – South (Tacoma)
WA – Southwest Washington
WI – Milwaukee
CONGRATULATIONS

PRIDE AT WORK

2022 OUT FOR DEMOCRACY CONVENTION

LCLAA takes great pride in our partnerships, and we look forward to expanding our collaboration in the coming years.

Aida Garcia
Executive Vice-President

Yanira Merino
National President

Evelyn DeJesus
Secretary-Treasurer
BAC supports Pride at Work’s Quadrennial Convention and proudly shares their mission to represent LGBTQ+ union members and their allies.
STANDING IN SOLIDARITY WITH

PRIDE AT WORK
AND ITS MISSION TO PROMOTE JUSTICE, DEMOCRACY AND EQUALITY

AND SALUTING HONOREES

FRED REDMOND & JON SCHLEUSS
AFL-CIO SECRETARY-TREASURER & NEWSGUILD-CWA PRESIDENT

UNITED STEELWORKERS
UNITY AND STRENGTH FOR WORKERS

www.usw.org
The Communications Workers of America honors the steadfast efforts of Pride at Work to promote equity and inclusivity for members of the LGBTQIA+ community in the Labor Movement.

We celebrate our own Jon Schleuss, President of NewsGuild-CWA, as one of this year’s recipients of the Solidarity Awards.
The International Union of Painters and Allied Trades, AFL-CIO

Proudly Supports

Pride at Work’s Quadrennial Convention
August 18 – 20, 2022

James A. Williams, Jr.
General President

Gregg Smith
General Secretary - Treasurer

Robert Kucheran
General Vice President

Mike Gutierrez
General Vice President

Paul Canning
General Vice President

Charlie Meadows
General Vice President

International Union of Painters and Allied Trades, AFL-CIO
7234 Parkway Drive
Hanover, MD 21076
BEST WISHES
ON A SUCCESSFUL
QUADRENNIAL
CONVENTION

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada

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International President

JAMES B. WOOD
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SEIU is proud to support Pride at Work’s quadrennial convention, “Out for Democracy.” SEIU and the SEIU Lavender Caucus celebrate the leadership of gala honorees

**AFL-CIO Secretary - Treasurer**
Fred Redmond

**NewsGuild-CWA President**
Jon Schleuss
The IBEW supports Pride at Work in the fight for a stronger, more inclusive labor movement
On behalf of APALA's National Executive Board, Staff, and Members:

CONGRATULATIONS TO THIS YEAR'S HONOREES!

AFL-CIO Secretary-Treasurer Fred Redmond

NewsGuild-CWA President Jon Schleuss

Founded in 1992, the Asian Pacific American Labor Alliance (APALA), AFL-CIO, is the first and only national organization of Asian American and Pacific Islander (AAPI) workers, most of whom are union members and our allies, building power for AAPI workers and communities.

Learn More: www.apala.org
Celebrating Out for Democracy

AFA Congratulates the 2022 Solidarity Award Gala Honorees:

Fred Redmond, AFL-CIO Secretary-Treasurer
Jon Schleuss, NewsGuild-CWA President

The Association of Flight Attendants-CWA, AFL-CIO, representing 50,000 of aviation’s first responders at 19 airlines, was founded in 1945 as a democratic member-driven union. AFA’s mission is to unite all Flight Attendants in order to achieve fair compensation, job security, and improved quality of life through organizing, bargaining and political action while serving as the leading voice for a safe, health and secure aircraft cabin for passengers and crew alike. We are committed to equality at work and for all.

Some of the earliest wins for LGBTQ rights happened not in a courtroom or in a legislature, but at the bargaining table.

Association of Flight Attendants-CWA, AFL-CIO | afacwa.org
CONGRATULATIONS
FROM THE EVERYDAY HEROES OF
AFSCME
NEA: LEADING THE WAY IN ADVOCATING FOR QUALITY EDUCATION AND SOCIAL JUSTICE FOR BLACK AND BROWN YOUTH.

NEA’s 3 million members are deeply committed to student success and improving the quality of teaching for all students. NEA’s Center for Social Justice works with the African American community, other communities of color, civil rights organizations, and elected officials to provide equal access to a quality public education for all. Together, we are empowering educators to advocate for more opportunities for students to be successful.

Visit www.neaedjustice.org to learn more and get involved.
LGBT LABOR
LEADERSHIP
INITIATIVE

Education, Training and Leadership Development with
Lesbian, Gay, Bisexual and Transgender Labor & our Allies

Available Trainings

LGBTQ 101 Training: a modular training to introduce your
audience to the basics of LGBTQ organizing. We tailor each 101
training to meet the unique needs of any union or local. We
discuss LGBTQ language, typical issues for LGBTQ union members,
and a brief legislative update.

LGBTQ Political Bootcamp: typically conducted over two days,
our political bootcamp is a non-partisan training that teaches the
basics of organizing, fundraising, managing volunteers, and
engaging elected officials. This training is especially
recommended for all P@W Chapter Leaders and any union that
wants its members to have these crucial skills for building power.

LGBTQ-Inclusive Contracts Training: this training helps provide
the most effective language, strategies, and tactics to use in
negotiating for benefits and protections for LGBTQ union
members. It is typically 4-5 hours long and is designed for Local
Union leaders, stewards, and members who will be involved in
contract negotiations or preparing for them.

Contact the Pride at Work office at
info@prideatwork.org to schedule a training. All
trainings can be modified to fit your needs.
SLEVIN & HART, P.C.
ATTORNEYS AT LAW

PRACTICING IN THE AREA OF
EMPLOYEE BENEFITS LAW AND RELATED LITIGATION

A PROUD SUPPORTER OF PRIDE AT WORK
OUT FOR DEMOCRACY

1625 MASSACHUSETTS AVENUE, NW, #450
WASHINGTON, DC 20036

14 WALL STREET, 20TH FLOOR
New York, NY 10005

(202) 797.8700
WWW.SLEVINHART.COM
AMERICA’S FIGHTING DEMOCRATIC UNION

The TWU Celebrates
Pride at Work’s
2022 Convention

“Out for Democracy”

John Samuelsen
President

Jerome Lafragola
Secretary-Treasurer

Alex Garcia
Executive Vice President

Curtis Tate
Administrative Vice President

Mike Mayes
Administrative Vice President

TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO
WWW.TWU.ORG
THE AFL-CIO CONGRATULATES SECRETARY-TREASURER FRED REDMOND ON HIS SELECTION AS A SOLIDARITY AWARD HONOREE

CONGRATULATIONS TO PRIDE AT WORK ON THEIR QUADRENNIAL CONVENTION