

UNFAIR LABOR PRACTICE CHARGE

DO NOT WRITE IN THIS SPACE:	Case No: _____	Date Filed: _____
Dated served on Charged Party: _____		
<p>INSTRUCTIONS: To file an unfair labor practice charge, please complete this charge form in either a paper or electronic format. If more space is needed for any item on this form, attach additional sheets and number items. PLEASE BE ADVISED that some information contained in this form is public under the Minnesota Government Data Practices Act, Minn. Stat. 13.7909, Subd. 2 (2023).</p>		
<p>1. IS THIS AN AMENDED CHARGE? YES IF SO, CASE NO. NO</p>		
<p>2. CHARGING PARTY: EMPLOYEE EMPLOYEE ORGANIZATION EMPLOYER EXCLUSIVE REPRESENTATIVE EMPLOYER ORGANIZATION OTHER</p>		
Full name of charging party: _____		
Mailing address (Street, city, state, and ZIP code): _____ _____		
Telephone number: _____		
E-mail address: _____		
Representative, if any (e.g., attorney, union representative, human resource director):		
Name and title: _____		
Mailing address (if different from above): _____ _____		
Telephone number: _____		
E-mail address: _____		
The Charging Party agrees, in accordance with Minnesota Rules 7325.0100, Subp. 2.D., to accept service by email of any materials related to this case from PERB or from any party to the case.		
YES NO		

3. CHARGE FILED AGAINST (mark only one): EMPLOYEE ORGANIZATION EMPLOYEE EMPLOYER

Full name of Employee Organization, Employee, or Employer:

Mailing address (Street, city, state, and ZIP code):

Telephone number: _____

Charged party's representative, if any: (e.g., attorney, union representative, human resource director):

Name and title: _____

Mailing Address (if different from above):

Telephone number: _____

E-mail address: _____

4. STATUTORY SECTIONS ALLEGEDLY VIOLATED (MINN. STAT. 179.11, 179.12 OR 179A.13)

Please provide the specific provision(s) that is alleged to have been violated.

5. STATEMENT OF CHARGE

Provide a clear and concise statement of the conduct alleged to constitute an unfair labor practice including, where known, the dates, time, and place of each instance of charged party's conduct, and the name and capacity of each person involved. This must be a statement of the facts that support your claim and not conclusions of law. (Use and attach additional sheets of paper, if necessary.)

6. REMEDY SOUGHT


Please provide a brief statement of the relief or remedy sought by the charging party.

7. DECLARATION

I have thoroughly read the above charge. The statements contained therein are true to the best of my knowledge and belief.

Alana M. Mosley

(Type or Print Name)



(Signature)

Title, if any: Attorney

Date: July 18, 2024

NOTE: Minnesota Rules 7325.0100, Subp. 4, requires that the charging party serve a complete copy of a charge or amended charge on all charged parties. Minnesota Rules 7325.0100, Subp. 2, specifies the permitted forms of service. PERB's rules are available at: <https://www.revisor.mn.gov/rules/agency/169>

Attachment

Charging Party Minneapolis Park and Recreation Board (“Park Board”) owns and maintains Minnehaha Regional Park and the building there that vendor Sea Salt restaurant leases. On July 17, 2024, Charged Party Park Employees LIUNA Local 363 (“Union”) blocked delivery trucks that were attempting to make essential deliveries at Sea Salt restaurant, and Union picketers tried to convince delivery drivers to leave without making their deliveries to the restaurant. By Noon Union picketers had convinced more than one delivery truck driver to leave without making their deliveries. Another driver was intimidated by Union picketers and made Sea Salt staff—escorted by Minneapolis Park Police—unload the delivery truck a block away to avoid interacting with the crowd.

Park Board, union talks stall — again

The Minneapolis park workers strike continues as leaders on both sides dispute fundamental facts related to wages.

By SUSAN DU
susan.du@startribune.com

With key factual disputes over wages at the heart of the ongoing park workers strike, negotiations between the Minneapolis Park and Recreation Board (MPRB) and the Laborers Local 363 union broke down again Tuesday night after park officials walked out.

With the strike now entering a third week, Minneapolis Mayor Jacob Frey is offering to step in as conciliator, “helping bring both sides together to move good-faith negotiations forward.”

The union accepted, but Park Board President Mag Forney declined, saying state law does not provide the mayor a role in public contract negotiations between the Park Board and its employees.

Local 363, which represents laborers working for the city of Minneapolis as well as the Park Board, ratified a three-year contract with the city this April that they lauded as a huge win. Meanwhile, more than seven months of bargaining with the Park Board has devolved into workers protesting Park Board meetings and picketing daily in Minneapolis’ most popular destinations. There was delayed cleanup of tree limbs downed by recent storms and musicians observing the strike have canceled concerts at Harriet Bandshell.

Local 363 business manager AJ Lange has called on the Park Board to model its three-year contract after the city’s, saying the park offer

“cannot compare.”

“Mayor Frey and the Minneapolis City Council met the moment, they recognized the value of our labor and the need to invest in their workforce, we can be sure they do not appreciate the Park Board trying to compare their anti-worker, union-busting proposal to the earnest efforts of the City of Minneapolis’ leadership,” Lange said.

Park officials assert their offer is actually a better deal for workers than the city’s contract.

“The MPRB’s last, best and final offer made on July 1, 2024 matched and exceeded the contract the City Council approved earlier this year for city Local 363 workers,” Park Superintendent Al Bangoura wrote in a letter to the City Council on Tuesday, shortly before a council majority issued a resolution in support of park workers.

Forney questioned why the union went on strike on July 4, three days after the Park Board offer, which she also believed to be superior. “It’s really kind of been crazy for us that the basis of the strike is about wages, and yet the wages that have been on the table are higher than the city’s,” she said.

Forney requested the Star Tribune conduct an independent evaluation of wages for comparable job titles under the city’s ratified Local 363 contract and the Park Board’s pre-strike “last, best and final offer.”

What we found

Both the Park Board and the union have conducted analyses comparing Local 363 park jobs to city jobs. But because there is no direct correlation between park and city job classifications, the two sides are each comparing park-specific job titles

See PARKS on A11



Photo by ALEX KORMANN • alex.kormann@startribune.com
WORKERS PROTEST: Minneapolis Park and Recreation Board union workers try to convince a Coca-Cola truck driver to leave without making a delivery to Sea Salt restaurant in Minnehaha Falls Park in Minneapolis on Wednesday. By 11:30 a.m., the workers had successfully convinced three of five truck drivers to leave without making deliveries. A fourth driver made the restaurant owners unload the truck. Contract negotiations have been going on for more than seven months, but stalled again this week.

Susan Du, *Park Board, union talks stall – again*, Star Tribune (July 18, 2024).

The same day, Union picketers similarly harassed and blocked essential truck deliveries at the Bread and Pickle restaurant at Lake Harriet, which is located in the park and a building owned and maintained by the Park Board.

On July 18, 2024, Union picketers stood in front of and blocked employees' personal vehicles as they were arriving for work at the Park Board's Southside Operations Center around 5:30 a.m. Union picketers then blocked employees in Park Board trucks and equipment from leaving the lot at Southside Operations Center. At approximately, 6:20 a.m., while picketers were continuing to block the lot's exit, a Park Board employee on-duty driving a Park Board vehicle tried to proceed out of the lot, and possibly struck—at a low speed—a Union field representative who was standing blocking the lot's exit. Then a Union picketer approached the driver's side door and opened it threateningly. No one was injured, but Park Board vehicles remained trapped in the Southside lot until Minneapolis Park Police arrived at approximately 7:00 a.m.

The Union's actions violate Minn. Stat. § 179A. 13, subd. 3(13) which prohibits employee organizations, their agents and representatives, and employees from “picketing which unreasonably interferes with the ingress and egress to facilities of the public employer[.]”