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# MAPE DNR Meet and Confer Committee 1/20/2021 Notes

## Attendees:

DNR management attendees: Assistant Commissioner Barb Naramore, Denise Legato, Adam Browning, and Matt Olinger from DNR HR.

MAPE attendees: MAPE business agent Dan Engelhart, Meet and Confer Chair Megan Benage, and Meet and Confer Committee members Jed Becher, Harland Hiemstra, Nicholas Snavely, Monica Weber, Kelsey Olson, and Martha Vickery

# Meeting Overview

Review agenda and time allotments (Megan)

Review action item spreadsheet and status of tasks

o Meeting dates resolved for 2021

o Org. Health Team – in progress, on hold due to pandemic.

o Adam confirmed that his items are “in progress”

o Denise, have had internal conversations with Forestry management and Commissioners office about wildfire R & R. Forestry management feels the process is working as it is, no changes needed. MAPE feels pay aspect still needs to be addressed. Megan asked Denise if this may go into supplemental bargaining. Denise confirmed this can be an item at supplemental bargaining.

o Assistant Area Fisheries classification – did Denise reach out to FAW management? Matt O believes he reached out to FAW management, but no response.

# Meeting Facilitator Status and Progress

* MAPE received a copy of the facilitator expectations 2 days before the meeting from management, MAPE politely asked if in the future we could have more time to review. MAPE sent our ideas on expectations 2 months prior to management response. Matt O. stated they did not expect MAPE to have all their thoughts on the management ideas today given the turnaround time, rather provide for later input from MAPE, not necessarily today.
* Megan asked for clarification on some items such as:
  + One to two joint meetings is enough to resolve issues? Suggest edit to say “limited number” or dictated by the facilitator. Barb provide input on this. Facilitator makes recommendation, parties can reflect on it, then agree or disagree. That part would take place early on in the process.
  + What does management mean by “agenda items are sufficiently detailed”? Adam stated “need is to prepare for appropriate mgmt. reps. More detail is better to prepare for the meeting so they can best react during the meeting.
  + Denise asks for more concrete rather than anecdotal. Everyone brings forward all the info they have, not just the negative, but a full picture of the issue based on the knowledge that MAPE has. Megan shared that much of what we share comes from 1 on 1 conversations with members. Denise says maybe we need to work on clarifying whether an issue affects only one or a couple folks vs. many. When it affects only a person or two, perhaps that happens outside of meet and confer. Megan reiterated that only concerns that affect multiple staff, are widespread, or affect the overall environment of the workplace are brought forward as M&C issues. Possibly same thing when it affects multiple bargaining units, does the discussion happen outside of M&C?
  + Denise speaks to question about who is a management representative, understanding that management is a team and each representative is authorized to speak and represent management.
  + Megan ask for clarification on “final agency decisions”. Does management understand that we may continue to pursue an issue if it isn’t resolved in M & C. Denise says “yes, you have the right to organize around issues”.

# Salary Saving Leave

* MAPE expresses appreciation for management for creating and executing a policy on this issue in a timely manner.
* Currently 12 MAPE members are taking advantage of this policy.
  + The policy and process is available on the employee toolkit on the intranet.. An issue that came up with the parents team is that sometimes the supervisor is not supportive and that could be why not many requests are coming through. Adam has not heard any of that. Denise says they need to hear the issue from an employee if they’re having trouble with the supervisor. Denise says maybe HR can be an intermediary. Repercussions from a supervisor are not Ok. Sometimes a supervisor needs a call from HR. Barb says please share with folks that there are multiple pathways for staff to explore options – employees can take it to the division leadership team or possibly section manager to discuss if they’re having trouble with their supervisor. Maybe that higher leadership member can “contextualize” input from the supervisor.
* Action items: MAPE notify staff to ensure they know this option exists, management will include information on this policy in more all staff newsletters and notices.

# Early Retirement

* Question by Monica Weber, is the DNR going to participate?
  + Management is still deciding. They have asked Divisions to look at their budget and examine where this might meet their business needs. Per the MOU the Agency has to “hold a position for a year”. Denise said they are pulling info together. Expect an update soon.

# MAPE Listening Session Concerns Overview

* Overwhelmingly, telework was top issue
  + Discussion about telework. Clarifying that MAPE sent out telework survey to get more clarity on the larger survey. Leaving items like telework arrangement only to Supervisor discretion can result in inequity, which seem to be mostly related to supervisor relationships. MAPE would like to be a part of the “telework plan” that management is working on. Denise said there is a lot of work going on around the state regarding this. Internal group is working on survey to go out to all DNR staff gather more info.
  + This will be an important issue for contract negotiations, but Agency planning will also be needed for implementation.

# Culture and Equity Assessment

* Megan ask mgmt. for a summary of what work is happening around trainings or other activities for culture and equity in the DNR. Can management send this in an email? Adam said he will reach out to Megan on this topic.
* This item on the agenda will be added to the next agenda and discussed further as the allotted time for the meeting ran short.

*Respectfully submitted by the DNR-MAPE Meet and Confer Team*