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# April 24th, 2024, DNR Meet and Confer Meeting Minutes

1. **Meeting overview (5 minutes)**

* Review agenda and time allotments
* Review the action item spreadsheet and status of tasks (attached)
* Update spreadsheet and de-highlight items

**New Business**

1. **Uniform allotment increases**

Allotment for uniforms have not changed recently, MMA is $260 annually. Asked to have the allotment increased from $150 to $260.

* Denise stated that this would be a bargaining table topic as it is an “economic issue”
* We are raising it here to get support when budgets are prepared in the bargaining. If it’s a requirement, then it’s the cost.
* Barb – keeping up with logo name changes – it is not a requirement to update uniforms due to logo and branding changes.
* Maybe some education around logos/branding

**Old Business**

1. **Vacation Accrual Credit**

* Status update
* HR is finalizing the proposal
* Timeline – no timeline on HR side
* We notified management of our plan for a petition
* Members have shared stories of this being a reason they have left.
* A lot of staff uses vacation for things other than “fun”
* August 19th implementation date DNR is the only agency not granting more than 5 years.
* Broadly and deeply felt among DNR Members.

1. **Feedback loop of supervisors and staff**

* Reflections from HR after the 3/27/24 meeting
  + During 10/25 MC, Denise agreed to go back to CMO and HR team to brainstorm options and will provide a summary during January 2024 Meet and Confer. Separate meetings with HR and MAPE occurred outside of the quarterly MC meetings. Last meeting with management was on 3/27/24.
  + MAPE agreed to check with MC Chairs to see if different feedback loops exist and are working well. Matt and Denise to also look for examples. One example is from a DOC process, but both sides felt it was not applicable to the current challenge at DNR. MAPE did secure a documented process at DHS, (see attached pdf).
  + This was brought forward initially during the July 2023 meeting.
* The DHS example was not applicable.
* Looking for a way to escalate issues with a supervisor without filing a formal complaint for members that are in a bad situation.
* HR said they cannot guarantee anonymity of members
* Anonymous doesn’t work will for HR.
* Respectful workplace process can work as it initiates an investigation.
* MAPE is looking for an intermediary
* Add the ability to address internal conflict about the management chain.
* Conflict management toolbox
* Catch issues before they escalate ) make a bridge between member and HR
* Retaliation happens
* Provide safety in terms of support
* EAP employee assistance program

1. **Fisheries Series Reclassification**
   * After the January Meeting, MAPE asked for a separate meeting  with HR about interim solutions for Fisheries staff. Adam sent a note on 2/14 that we were working on putting something together. To date, no meeting has been set. Status?
   * The MAPE representatives who will attend are Megan B., Jed, Bill, and Dan E.
   * Anything that can be done in the interim?
   * Are we still committed to having this meeting? And when?
   * Matt –will have a meeting in the next month or so
   * Should include division management.
   * Needs to be more direct communication.
   * Been told different and sometimes wrong things.
   * HR can facilitate more direct communication on this between division management and members.

1. **Update on Communication Series study**

* Update on status and results
* Is there back pay involved? Getting conflicting messages from different sources.
* MAPE has held listening sessions with staff and is drafting a series of questions for management
* Widely felt that expertise and experience is not reflected in reallocations.
* Will be a recruitment and retention
* We expect to lose some senior communicators.
* HR stated that classification is a management right
* MMB is the responsible party for classification
* MMB delegates to HR about classifications
* Responsibility to uphold the principles of that authority
* Expectations were raised about this being about promotions
  + - Some staff are upset by an expectation
    - Staff who have been here a long time feel like they have been down graded
    - Not a regular reallocation process
    - HR was tasks with putting positions in that new class that was developed
    - Was not an invitation to rewrite PDs
    - Wasn’t meant to rewrite your PD to get a promotion
    - Submit questions to an email inbox
      * humanresources.dnr@state.mn.us
        + Appeal process
        + Submit new or clarifying information.
        + Verify this with supervisors.

1. **Wildfire—On-call Communication**

* Ask for a separate wildfire meeting with HR
* MAPE Representatives will be Dan Engelhart, Megan Eiting, Megan Benage, Jed Becher, and Amber Jungwirth
* Requesting from Management: Denise/Matt, Paul Lundgren
* Topics: on-call/duty officer communication, exempt and non-exempt overtime calculations, partner divisions not allowed to move to non-exempt status
* On-call communication as agreed to in supplementals—plan for communicating changes to supervisors and staff. Retroactive date of 8/19/2023.
* The 2024 Wildfire Preparedness Manual came out last week 4/3/24
* Removed language from April 2023 Preparedness Manual specifying that Duty Officer assignments are 24-hour
* MAPE asked for communication to go to all Forestry staff at the January Meet and Confer. No email or information has come out to date.
* New preparedness manual on call piece
* Supervisors have not communicated around this.
  + Exempt vs non-exempt
* Have received questions from AFSME
* Miss communication happening around on call and exempt vs non-exempt

1. **Quick Updates (also possible to email responses)**

**Was the request for parking to be included in lease renewal negotiations received?**

* + - Yes, they did raise the parking issue during lease negations.

**Request for updated org charts**

* LAM Feb 2017
* FAW Dec 2019
* FOR Oct 2020
* EWR May 2021
* OSD Sept 2022
* ENF July 2023
* PAT Mar 2023
* MNIT Dec 2023

Visio for org charts can update content but the date doesn’t change.

* + OSD, the date is incorrect, but the org chart is updated
  + Inconsistency between intranet and teams/outlook
  + Sema4

1. **Updates from Management (CMO/HR)**
2. **Other Business?**