**MAPE Local 601 regular monthly meeting**

**Meeting Summary**

Date, Time & Location: Wednesday February 7, 2018, noon -12:45 p.m., PUC Large Hearing Room, Third Floor
Next Meeting Date, Time & Location: Wednesday, March 7, 2018, noon -12:45 p.m. in the PUC Large Hearing Room, Third Floor

**Opening Remarks/President’s Report – Joseph Jeffries**
First time we’ve been in this room for 6 months. The room downstairs can be reserved 30 days ahead of time and sometimes we can’t get it. We will be in this room next month as well.
Reminder: All officers and volunteers do not get paid for what they do. All are helping out to make our union stronger.
No action

**Vice President’s Report – Melanie Burns**
Had a coffee break at Minnesota State on February 1st. There was a good turnout. We talked about the February 20th action event and the importance of our contract. We also got a few new members to sign up.
No action

**Membership secretary’s report – Sarah Evans**
We had our first membership committee meeting on January 24th where we talked about getting out and talking to members. We also shared information about the Janus Supreme court case that’s happening in 2018 where we will no longer have fee payers and members; people in the MAPE union will either be in or out. This changes our current organization. We talked about getting information to people about what it means to be in the union, how to get involved, and that all need to support our union. The goal is to get new members and to work on things where you can. This is a union for all of us. If you see something that needs to be done, jump in and do it. We also talked about ways to talk to people about the union and how to engage people in conversation. If you’re interested in getting involved with this team, we meet once monthly. When we meet, we do training and we look at membership profiles for each of the agencies. We talk about strategies for educating members and fee payers.

If you’re interested in joining, talk to Sarah, or another membership committee member.

All levels of commitment help. Even if you want to commit to recruiting one person per month. This is part of working together as a community.
No action

**Open vacancy for Communications Officer – Joseph Jeffries**
Our Communications Officer, Lyndsay Hanson, accepted another position at the Democratic caucus. She’s still going to have ties to MAPE but will be working on the hill. As a result, we are looking for a new Communications Officer. This is our lowest time commitment of all of the officer positions. It will take less than one hour of your time per month. The duties entail sending out communication emails via email, and updating our Facebook page. MNsure Disability Determination Services (DDS) and other agencies that are not represented in leadership are encouraged to volunteer. Having someone form an agency that is not currently represented will spread out the leadership team representation. If interested, see Joe or another officer.
No action

**DDS Update – Melissa Green**
Back in October, they introduced a Disability Determination Services (DDS) Bill of Rights in their agency. They got 63 of 95 (roughly 2/3) MAPE members to sign off on it. Last week, they met with Commissioners Hardy and Hanson Willis to discuss what is going on within the agency and the challenges they face. Both commissioners agreed that staff retention was a big problem and they want to work with MAPE members at DDS to address issues. They were also very concerned about culture of their workplace, and they feel it’s something they also need to address. They didn’t make promises but it is early in process. They wanted time to talk to HR about policies, and to research MAPE policies. Then, they will meet with HR and the administration. The commissioners said they will get back to MAPE members at DDS next week with a follow up meeting. Melissa is not sure how it will turn out but the turnaround is pretty fast so she thinks this is positive. She also thought that their presentation to the commissioners was received well because they were interested in what was being said and they asked questions.

Background: Disability Determination Services MAPE members determine disability eligibility based on Social Security rules. They have a very difficult and demanding job, so DDS has one of the highest turnover rates for people there. Also, when they take a holiday or sick day, their workload doesn’t get distributed in their absence so they are even more overwhelmed than normal when they return. Our MAPE members at DDS need some positive changes.
No action

**Steward Update – Tom Rubey (Region 6 Chief Steward)**
We went over the state respectful workplace policy. For more information on what the respectful workplace policy is, look at MAPE.org on the [MY MAPE tab](https://www.mape.org/my-mape) for the video regarding filing a successful complaint and employee resources such as the [Anti-Bullying Toolkit](https://www.mape.org/my-mape/anti-bullying-toolkit). Here, you can find the policy, the complaint form, and a flow chart. Another resources is asking one of the stewards. Talk to the steward about what you’re experiencing. Some things are considered violations of the Respectful Workplace Policy. If you’re having problems, we encourage you to file a complaint. There are a couple reasons for this. First, there is also retaliation protection if you file a complaint. Second, it will help other MAPE employees because it’ll be on record that you initiated a complaint. Realize though that it is best not to file a complaint in anger. Spend time composing your complaint. Take time to think of as many instances as possible, and to gather as much information as you can. The more complete the complaint is, the better chance you have at success. This policy is new; it passed in 2015, so things still being worked out. We’ll get there though.
No action

**February 20th Action – Dave Kamper\ Sarah Evans\ Joseph Jeffries**
Dave: Shout out to Melissa Green on her DDS update. Those that work as DDS have a tough job. The turnover is staggering. They lose 30% of their workforce every year. They are dealing with continuously heavy caseloads. However, they are finally under leadership where they are now getting something moving to improve the lives of our members. Melissa is the reason that is happening.

Does anyone not know we have a rally on February 20th?
Who thinks that if we can get 3000 people that this alone will get the legislature to pass our contract? We have to do everything we can to get this contract passed because the odds of it getting passed are not 100%. They are not even 50%. After this action, our push will also continue with Day on the Hill in March. We are also going to need people at the capital in short notice too, so be ready to step up. If we put everything out there, we can make ourselves a higher priority with the legislators; then we at least have a shot at getting our contract passed. If we do nothing, our contract will not get passed for sure. We have to at least try. Personally, I want to know that we did all we could.
Sarah: organizing. She attended a meeting two weeks ago where a bunch of MAPE members from various locals got together and talked about how to organize. Local 601’s goal after this talk is to get 300 people at the February 20th event. We had 200 people attend our last event and that made a powerful statement. However, we want to get a little more this time, so we need to do a big push here.

Sign up if you haven’t already. To do this, there are several options:

* You can go [online](https://cqrcengage.com/mape/home?0).
* You can text the word “rally” to 55000.
* We also have computers on the sides of the room for people to use.
* Make sure to sign up before you leave today. Also, try to get the word out. Talk to people in your area. This can really help everybody if we get our contract passed.

We are currently at about 15% of total goal (although we probably have a lot more signed up now so that number is likely higher), but we need to get more people committed.

The strategy includes having Floor Captains at each agency. We are looking for people at MNsure, DDS, and the 2nd and 4th floors of MDH; Minnesota State is covered. If anyone is interested, Sarah can talk to you about going around to cubicles, and using other strategies and talking points. We are also planning to give valentine reminders. Floor Captains will distribute those to fellow MAPE co-workers as a reminder to sign up.

Dave – quick notes. The action is going to be a 25-30 minute program that runs from 12:15 to 12:45. It is designed for people at the capital to leave their desks for a brief time to attend. We are shooting for 25-30 minutes.

Question: If the contract doesn’t get approved, what are the next steps?
Answer: The short term answer is that our current existing contract remains in effect. Nothing changes. This would be the case if the legislature doesn’t vote at all or if they vote it down. We are preparing a legal FAQ on technicalities. This is the bottom line: If we have a pro-worker governor in the mansion, we will continue trying to get our contract passed. If we don’t, we will be screwed. This is actually a political issue. If in the legislature, the entire government is not pro-worker... if it remains as it is and we get a governor that also is not pro worker, not only will our current contract be in trouble but we could see substantial changes to our worker rights – our rights could be stripped like we saw in Wisconsin. We have to have the right alignment for this to work.

Question: Are Floor Captains going to be arranging groups to walk over?
Answer: There is going to be more discussion about that. Look for more information as the event gets closer.

Question: How are we distinguishing ourselves between other groups?
Answer: The biggest concern is the ERA group. They now moved to March 8th. (clarification) There is one other group right before us. There will be a sign-making party. AFSCME is also encouraging people to go as well. In fact, invite everyone to join us! Everyone is depending on this so there’ll be a lot going on! Our goal is to have a bunch of people standing together with our signs. We will also have buttons and maybe stickers.

Sarah – sign-making. If there are other Floor Captains interested, we could even do a sign-making event specifically for 601. The more people involved, the more we can do. It’ll look cool to have 3000 people there.

Question: Can you summarize what we are giving up without our contract?

* Wage increases for this year and next.
* Phased retirement pilot. Many agencies are participating to allow people at the end of their careers to pass on their knowledge.
* We have Paid Parental Leave (PPL) through a Memorandum of Understanding (MOU), but if we have it on our contract, it would make it permanent.
* Private sector vacation credit
* New dental benefits
* Several supplemental agreements, such as Minnesota State Tuition Waiver enhancements and protections for classified employees.

This is not an all-inclusive listing. Dave will send that in an email to people about what is in the contract and what we won’t get if it doesn’t pass.
One important thing to remember with this contract is that all of the benefits that are in that contract are negotiated, and are all paid for. Minnesota Management & Budget sent another letter to the legislature where they once again laid out all of the financial stuff. They agree that everything is included in the budget already. So, we are not breaking the bank. It is a reasonable contract. To be honest, you all deserve 15% raises but the legislature will never vote for that. We passed a contract that will do the most good for the most people.
No action

**Regional Director Report – Joseph Jeffries**
Joan Treichel is our former Regional Director. However, she has now been elected the statewide second vice president. So, the Region 6 Regional Director position is vacant. This position requires that the elected member attends monthly meetings with the board of directors to make decisions that make MAPE stronger. Nominations are being accepted until April and the vote will be in June.

**Other new business**
Feb 20th – local 601 is providing lunch vouchers for Cassie’s. This is another reason to show up. It’ll be cold, but it’s only an hour of your time. It’s worth it because it’s a good contract that we don’t want to lose.
No action

Adjourn

President – Joseph Jeffries
Vice President – Melanie Burns
Treasurer – Jorge Alonso (absent)
Secretary –Beth Brostrom (absent – Rose Nordin took February minutes)
Membership Secretary – Sarah Evans
Communications Officer – vacant
Business Agent – Dave Kamper
Regional Director – vacant
Chief Steward – Tom Rubey