Local 301 Membership Meeting
August 7, 2018, 12 pm-1pm, MPCA Lower Level Room
Meeting called to order at 12:00 by President Claflin

**Announcements – Anne Claflin**

* Our local monthly meetings will be held in the DNR Conference Room Lobby September through December because the MPCA Board Room will be under construction.
* Delegate Assembly – we are still looking for delegates to attend the Delegate Assembly on Saturday, September 15th. Let Anne know if you are interested. We need final delegates by August 15th. Our local can bring five delegates and five alternates. We have one more monthly meeting before so we can discuss any thing at the September monthly meeting.
* All local presidents will be meeting on Friday, September 14th to plan for next year. If you have any ideas for our next contract you should attend. Everyone is welcome.

**Restructuring MAPE – Ann Claflin**

* MAPE’s Board has reviewed MAPE’s governance and organizational structure and recommended changes for the 2018 Delegate Assembly.
	+ MAPE will likely lose revenue and members and we need to be able to respond quickly.
	+ MAPE’s shifted focus to strengthening and growing our membership for the future.

**Discussion questions**

1. Do you think the proposed changes can effectively provide strategic direction and address the governing needs of the union?
2. What ideas do you have that can ensure a two-way flow of information from the local level to a statewide level and vice versa?
3. What ideas do you have for the Political Council to provide the needed focus and resources to work with the membership and improve public policy and member involvement in electoral politics?
4. What ideas do you have for the Organizing Council to effectively involve the membership in building strength, using action to direct our successes and strengthen MAPE’s membership?
5. Do you feel a negotiation convention will allow for better opportunities for member issues and agency issues to be escalated up as a priority in Negotiations?

**Proposed changes that will be discussed and voted on at the Delegate Assembly:**

* Let us know if you have ideas on how to engage with and what they should be working on. Listening sessions will be set-up and there will be other opportunities to discuss and give feedback. The proposed changes will hopefully widen the volunteer pool and give people more opportunity to contribute and give feedback.
* Executive Committee: Expanded to include Council Chairs, eliminate Statewide Secretary and 2nd VP positions, and combine Statewide Secretary and Treasurer.
* Establish a Political and Organizing Council to recommend strategic direction on MAPE’s organizing, membership, engagement, and political work. Local presidents will be included to improve communication
* Board of Directors will stay the same, but will meet every other month and focus on strategic initiatives.
* Delegate Assembly will be only one day, instead of two and will only occur every other year during the odd-numbered years. The Delegate Assembly will be set up to achieve specific goals.
* Eliminating committees: The councils will pick up the committee tasks. The councils will consist of five members: three elected statewide, two appointed by president. This will help improve communication overall.
* Negotiations Convention: This is a new concept and will consist of elected Negotiating Committee members from each region and all statewide meet and confer chairs. The convention will take place every other year on even-numbered years. The goal is to bring ideas in, and collect items from meet and confer meetings to consider for contract language.
* Locals and regions will remain the same.
* The Employee Rights Committee will stay intact.
* Local Presidents Committee will be more active then it is now.

**Questions/Discussion:**

* What will the actual cost savings be? Anne will find out, but DA is a huge cost so there will be a cost savings only having it every other year, and there will be cost savings with less frequent board meetings.
* The goal is to create more avenues for participation, and to have a more flexible, efficient system for governance that brings more people to the table.
* Discussion on only having Delegate Assembly every other year. Delegate Assembly is an opportunity to get involved, network and build community. Concern that this will outweigh the benefit of cost savings.
* What is the timeline? Lots of work we have to do, no changes at local level beside fee payer loss.
* Goal is to get everything done at Delegate Assembly. The changes will be implemented in January.

**Board of Directors Update – Celi Haga**

* We will put together more concise information and share links to resolutions. Feel free to talk to us if you have reservations/issues about any of the resolutions.
* MAPE has gained 400 new members since Janus vs AFSME decision. A lot of new people have signed up since the decision, which is a great show of solidarity.
* There are opportunities for door knocking and phone banking through MAPE. Get out and vote.
* Door knocking opportunity for Anne Claflin on Saturday, Aug. 11th.
* Give us your personal email if you want more information.

**MPCA Meet and Confer Committee – Sandy McDonald/Angela Preimesberger**

* We are looking for more members to be on the committee.
* We had a meeting July 26th to follow-up on Respectful Workplace. Information is available on the MPCA Lorax. The information describes the policy and what it means, and what is acceptable and not acceptable behavior.
* Retaliation will not be tolerated when an employee makes a formal complaint.
* Human resources are not tracking informal complaints.
* There is no statue of limitation on when you file a complaint, but the sooner the better.

**Stewards Update – Bill Dunn**

* There are two types of complaints: formal and informal. Formal complaints are reported and resolved using human resources process so there is a record of the action. Informal complaints can be resolved in a variety of ways and often leaves little precedent or no legal record to show a pattern into the future. Work with a steward to determine the best approach based on your situation.
* There have been 11 instances, 10 have been closed out, and some were resolved with help from the union, some take longer than others. One is still an open investigation.
* Jim Pennino is retiring – he was a former president, and a steward for 12 years. Jim spoke about his time at the agency and with the union.

**Membership Update – Deepa de Alwis**

* Deepa de Alwis is stepping down as Membersip Secretary.
* Open nomination – Deepa de Alwin nominated Barb Peichel, Brett Nagle seconded. Nominations will be open for 30 days.
* We still need more people on membership committee. Great way to meet people at the agency and extend network.

Meeting adjourned at 1:00 pm.