**LOCAL 2101 MEETING**
**Meeting Minutes**
October 9, 2018

Anderson Bldg. Rooms 2370 & 2380
Lunch: Sui Yep Café

**Welcome – Liz Pearson, President**

* Last Month’s [Meeting Mintues](http://c:%5CUsers%5Csplunkett%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CSeptember%5C20180911MAPEMinutes.docx/) – Approved
* Meeting [Agenda](http://c:%5CUsers%5Csplunkett%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CAKCQV9K5%5COctober20182101Agenda.docx/) – Approved
	+ Adding Anne Claflin to the agenda- MAPE member and candidate running for MN House State Representative
* Thank you lunch committee for organizing the fabulous food!

**Announcements – Liz Pearson**

* The next Basic Steward Training is Friday, November 2. You can register on the [MAPE website training page](https://www.mape.org/my-mape/training). If you are interested in attending, please contact Chris Cachuela or Trevor Urman. We need stewards! We have 9 right now.
* This is our last local business meeting before the midterm election. Everyone should be registered- go vote! Vote early! This is your boss you’re voting for. Under our contract you can have up to 2 hours paid time off on the day of to vote.
* We will be voting on our 2019 budget at our next meeting in November!
* We will be holding listening sessions in November around negotiations for our 2019-2021 contract. Watch for announcements about dates for the listening sessions. Contact Shawnet Healy if you have questions or ideas related to negotiations. Negotiations start in December.
* We will be recognizing MAPE members who have gone above and beyond for our local or statewide MAPE at our monthly meeting in December or January. Submit your nominations to Liz Pearson.
* Complete the [Respectful Workplace training](http://infolink.dhs.int.state.mn.us/InfoLink/DHSToday/ID-037452)
* Join the MAPE 2101 Facebook Page <https://www.facebook.com/groups/mape2101/>
* Reminder: please make [Good and Welfare](http://x:%5CMAPE%5CLocal_2101%5CCommon%5CMember%20Resources%5CGood%20and%20Welfare%5CG&W%20Policy.docx/) requests- we want to support our members in their celebrations and times of need. Submit [requests](http://x:%5CMAPE%5CLocal_2101%5CCommon%5CMember%20Resources%5CGood%20and%20Welfare%5CG&W%20Request%20Form.dotx.docx/) to Sylvia Kidder.

**MAPE PAC presentation – Cathleen Cotter, MAPE PAC Chair**

* [MAPE-endorsed candidates](https://www.mape.org/mape/news/mape-endorsed-candidates-2018)
* PAC generally only endorses candidates who can vote on or otherwise influence our contract. Occasionally the PAC will endorse other local candidates if they are MAPE members
* PAC consists of 9 members- recently filled 3 vacancies. Nicole Juan is one of the newly-appointed members. Contact her if you have questions or ideas.
* Endorsing process:
	+ For previous office holders/incumbents: autoendorsing system- score created based on how they have voted on labor-related issues
	+ First-time candidates/non-officeholders are screened in person, answering questions that are provided to the candidates in advance
* MAPE hosted a gubernatorial forum back in December, invited all candidates and all MAPE members. Following that forum, the PAC voted to endorse, but waited a month to announce the endorsement
* Join the activities! [MAPE coordinated doorknocks and phone banks](https://mape.org/news/check-out-door-knocks-phone-banks) are listed on the MAPE website and target voters who are union-friendly and support labor issues
* There are also other campaign jobs to do! Data entry, providing treats to the doorknockers, making donations- to candidates directly or to the PAC. Contact a local officer or steward if you want to donate to the PAC.

**Meet the Candidate! – Anne Claflin, Candidate for Minnesota House of Representatives, District 54A**

* Decided to run because of involvement with MAPE (and it all started with the food committee!). We can actually win when we organize and fight for something! When she stepped up to run she got a lot of support from her MAPE local
* We need legislators who support labor unions and issues, who understand state government, and who are scientists! (Anne works at MPCA)
	+ Anne is an introvert and has worked on campaigns before so she knows how much work they are but she decided to run anyway :-)
* Campaigning is about making connections with people and turning that into change: Anne thought doorknocking would be the hardest part of the campaign, but it’s the best part. People are excited and engaged and paying attention
* Join in! There is one month left to go- sprint to the finish line. You do not have to debate people at the door, and most people are very friendly and receptive
* If you are in a district with a safe seat- go help someone else in a closer race- Anne’s district is currently in a dead heat
* Next **MAPE coordinated doorknock for Anne is**[**this Saturday, October 13**](http://c:%5CUsers%5Csplunkett%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CAKCQV9K5%5CUpcoming%202101%20Local%20Door%20Knock%20Day.docx/)
	+ If you want to doorknock you can sign up with Nicole Juan or talk to any officer
* You can also contribute financially, and [request a refund](http://www.revenue.state.mn.us/individuals/individ_income/Pages/Refund_for_Political_Contribution.aspx) for your contribution (up to $50 for individuals and $100 for couples) through the MN Department of Revenue Political Contribution Refund program
* Other unions and the DFL are seeing that MAPE is out there this year, all over the state
	+ At Delegate Assembly our Executive Director Lina Jamoul called out our local specifically as really bringing it when we need to

**Delegate Assembly (DA) recap – Lauren Siegel**

* DA is MAPE’s highest governing body. Powers include: establishing MAPE policies, approving budgets, levying dues, amending governing documents, and adopting procedures for statewide, regional, and local officer elections
* DA was September 15- condensed into 1 day this year (has been 2 days in the past)- but still got a lot done. Lauren left feeling like we have a road to the future
* Voted on 29 resolutions and the budget
* Lina Jamoul made a state of the union and we heard other speakers
* Restructure resolutions took up majority of the time- highlights:
	+ Got rid of 2nd statewide VP position, so there will now be one VP that oversees membership, and employee rights and stewards
	+ Created a negotiations convention that will happen every other year (when we’re in a negotiations cycle)
		- Hoping this will increase engagement of members in the negotiations process
	+ Created new political and organizing councils, which will absorb previous diversity, government relations, women’s, and membership committees
	+ Hoping this will support more flexibility to organize and engage in political and organizing activities
	+ Did not pass proposal to have DA every other year, so we will continue to have it every year, for 1 day
		- Concerns about getting everything done that we need to and that possibly fewer people will be engaged in the process
	+ Did not pass proposal to combine statewide treasurer and secretary into one role, so they will remain as two roles
* Other resolutions not related to the restructure:
	+ Elections will all happen at one regularly-scheduled time of year
	+ Only online voting will be used for elections (no more in-person voting)
	+ Statewide nominating committee created to recruit candidates for statewide offices
	+ New minimum requirement of first VP to complete advanced steward training and have some defined experience as a steward
* Resolutions related to PAC: DA declined to vote on PAC resolutions because the PAC is a separate entity from the MAPE union
* 2019 budget proposal: main changes from the last budget are based on loss of fee payer contributions under the Janus decision (but we have reached 11,000 members statewide which is the highest we’ve ever been!)
	+ We passed two potential budgets of $5.6 million and $5.7 million- some adjustments will be made based on the restructure resolutions that did not pass
	+ Conservative budget that allows us to be nimble and exemplifies our goals and strategies for the future
	+ Hoping the budget will provide greater flexibility to fund new ideas and be more outcome oriented
* Lauren left feeling satisfied, optimistic, and connected!

**Employee Resource Groups (ERG) – Marcia Bierschenk**

* Veterans and Employees with Disabilities ERGs are both meeting today- see DHS today for details
* Contact De Anna Conover, Agency-wide Employee Engagement, Equity, and Retention Coordinator if you have questions or want to start an ERG
* ERGs are groups of employees, often from traditionally underrepresented and marginalized groups, who meet for the purpose of supporting each other and advancing the mission, values, and goals of DHS.
* ERGs help with recruitment, retention, professional development and support, and community and stakeholder outreach, and act as a DHS business resource
* Question from membership: is there a listing of where and when ERGs at other agencies are meeting? Answer: MMB is working on it- putting together a statewide ERG
* See ERG handout for more information

**Minnesota and Wisconsin:**[**A Comparison**](http://c:%5CUsers%5Csplunkett%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CAKCQV9K5%5CMN%20vs%20WI%20%284%29.png/)**– Stephanie Widing**

* Graphic based on a [report by the Economic Institute](https://www.epi.org/publication/as-wisconsins-and-minnesotas-lawmakers-took-divergent-paths-so-did-their-economies-since-2010-mi)
* Importance of having a governor who supports unions, to ensure Minnesota is the best state
* The data is astounding:
	+ MN median wage rose 2.4% over and above inflation, improving living standards; WI rose only 0.3% after inflation
* The choice is clear:
	+ [Tim Walz and Peggy Flanagan](https://walzflanagan.org/our-agenda/economy/) want to build on the success of the last 8 years, and: “Stand up for our unions. Union membership is the surest pathway to the middle class. Tim and Peggy will stand up against assaults on our right to collective bargaining and push back against the so-called ‘Right to Work’ legislation”
	+ Jeff Johnson: “We will rein in arrogant state agencies like the DNR and MPCA and every other bureaucracy that doesn’t understand they exist to serve us, not control us”

**Member Concerns and Other Announcements**

* FMLA issues – Andrea Falk
	+ Andrea recently came back from FLMA leave and expressed her frustrations with the process to HR, which resulted in her volunteering to help with process improvement ideas
	+ So now Andrea is collecting examples to provide to HR about people’s experiences with FMLA to hopefully result in process improvements
	+ HR wants specific examples, for instance: an email exchange that exemplifies misinformation, a form someone found confusing and why. Examples of things that worked well are also helpful
	+ Comments will be anonymous unless people tell Andrea otherwise
	+ Please email Andrea if you have ideas, suggestions, examples, or anything else you want to talk about related to FMLA
	+ This is not a partnership between MAPE and HR, but rather a project Andrea volunteered to help out HR with
* Reminder- Member Concerns and Other Announcements is time for any member to bring up any issues or concerns (like the FMLA issue). Let Vanessa (or any other officer) know if there is something you’d like to address or announce at a meeting
* Class Consolidation Project- Arlene Primus and Lorrie Herling are still the contacts for more information or future meetings

Gift card winners: Gloria Smith, Doug Waxon, Janeen Balsimo, Carole Novitsky (via Skype!)

**Upcoming meetings**

* **Next Officer’s meeting: Thursday, October 25, 2018, 12-1 pm, ELA 5335**
* **Next General Meeting: Tuesday, November 13, 2018, 12-1 pm, ELA 2370-80**