**MAPE Region 19, Local 1901**

**Meeting Minutes for Friday February 8, 2019**

1. **Call to Order - Matt Melvin**

1. **President’s Report - Lynn Butcher**

* Lynn is at negotiations today.

1. **Vice President’s Report - Bob Tarrant**

* Goals for upcoming year: Engaging members and having confidence in advocating for themselves. Respectful workplace for all. Continue communication
* Jessica Garcia offering legislative guidance.
* Met with Commissioner Kelley. ASCME is on a first name basis, wanting to develop communications. Scheduling a meeting with Commissioner Kelley.
* MAPE Swag: Putting an amount towards getting a shirt if interested. We are still working out the kinks.

1. **Treasurer’s Report** - **Amanda Hoerst**

* Amanda was unable to attend.
* Looking for 3 volunteers to balance the checkbook, does not take that long. Contact Amanda if interested. Kathy Madrid volunteered.

1. **Secretary’s Report** - **Jessica Waldron**

* Paid Family Leave passes legislative hurdle. The bill was passed in House of Representatives. The bill provides up to 12 weeks of paid leave that would afford qualified people to take leave while maintaining job protections.

1. **Membership Secretary - Matt Melvin**

* Current Membership: Steady 84%. My goal is 85%. No new employees the last month.

1. **Media Secretary - Jessica Garcia**

* Jessica was unable to attend today.
* Jessica will be doing some political education and connecting members with resources.

1. **MAPE Central Report - Dave Kamper via phone**

* Day on the Hill 3/26, opportunity to meet up with Legislators. Sign-up on MAPE website, they will help you set up appointments with Legislators, will go as a group/district. Will provide you with talking points, excellent opportunity to meet with Legislators, during contract year. Local 1901 pays for lost time.
* April 4th - Opening bargaining day to be present for negotiations, likely occur at MAPE Central Office – support Negotiations Team Co-Chair, Lynn Butcher
  + Retiree health insurance – no full discussion about this
* Last week – negotiations Team met with Metro MAPE members. Greater Minnesota 2/28, St. Peter – 2 members of negotiations Team will meet with members 2/28. First time MAPE is meeting with members in Greater Minnesota and soliciting input. Please respond to contacts for scheduling to meet with you; lunch will likely be arranged. Members vs. non-members will be contacted, first. All members will be invited to the lunch.
* Negotiation themes: wages, health care, investing in the workforce (training, promotion, tuition reimbursement), equity and inclusion (religious, racial diversity, temp. unclassified), work/life balance (sick leave usage, telecommuting, etc), workplace safety
* Starting 2/11, MAPE’s election calendar begins. Encouraged to be involved in elections. Organizing and Elections councils – brand new. Good opportunity.

1. **MAPE Regional Director’s Report - Jerry Jeffries**

* Special activity: Apply for grants to support. Due by February 15, 2019. Grants are available quarterly.
  + Engaging or organizing members
* Getting to know our local representatives.
* Statewide treasurer report. Doing well financially.
* Statewide president working on paid parental leave for all of Minnesota.
* 2019 Delegate Assembly committee is starting to organize.
* Statewide membership 74.2%. Highest it has ever been. It used to be 68% last year.

1. **Committee Meetings**

**Forensics Meet and Confer** - **Jessica Waldron**

**-**Organizational restructuring.We asked for additional information about the process and what our members had as concerning questions, especially around ethical boards and licensures. Administration was adamant about this process being slow and methodical. At the time of meet and confer, the identified Clinical Directors were identified as: Kate MacDonald; Becky Robinson; Robin Bode; Tracey Opie; and Jennifer Carlstrom. They did not have a clear cut plan on which Clinical Director would be for which set of units. Administration indicated that they would have some forums coming up about the restructuring and encouraged members to attend. Staff Forums are scheduled for Tuesday February 12th and Wednesday February 13th at both 7:00am and 1:00pm in the Summit Gym, as well as, on Friday February 15th in the Bartlett Dining Room at both 7:00am and 1:00pm.

**-**Flex Scheduling**-**We requested getting data on those who currently have flex scheduling per unit, days, and classification. Additionally, we asked to create a program to review approved flex scheduling to make it fair for all members

**-Administration asked that you work with**

-Loan Forgiveness program:

**\***Administration has asked for a work group to work on this process. Jessica is taking names if anyone is interested.

1. **MSOP Clinician Meeting - Bob Tarrant/Jessica Waldron/Jennifer Jenniges**

-In last meeting 1/25/19, the clinicians shared the positives that had come out of the meetings, and some continued concerns, such as: single facilitation, not feeling supported, paperwork issues (short term versus systemic fixes to the problem), caseload fluctuations and ways to address the issue, distribution of using MHA, not enough prep time, schedule not allowing for breaks/time management, brief discussion on DCT policies, and some morale solutions that they had come up with (self-care, changes to all staff meetings, intentional/positive feedback. Our clinician stewards asked management for time to meet with members to gather their concerns and issues to address them in further meeting. Management indicated that they have some work groups going, are looking a nontraditional risk assessment, and are attempting to change the culture from being an operations facility that does treatment to a treatment facility with operations.

-Gave clinicians a cheat sheet on advocating themselves.

-Next meeting is March 1, 2019 from 2-4pm.

1. **Membership Members Concerns/Questions**

**-**None identified.

**14.  Next Meeting:**Friday March 8, 2019, 12-1pm, Daisy Room

**15.  Attendance Drawings:**

* $10 to: 1) Ken Eichmann; 2.) Ann Starrett.

**16. Adjournment.**

**Local 1901 MAPE Officers/Stewards and Contact Information**

Lynn Butcher, President & Steward - 985-2858

Bob Tarrant, Vice President & Steward - 985-2748

Amanda Hoerst, Treasurer - 985-2210

Jessica Waldron, Secretary & Steward - 985-2899

Matt Melvin, Membership Secretary - 985-2858

Jessica Garcia, Media Secretary - 985-2158

Becky Meyer, Steward (Current Steward Coordinator) - 985-2493

Christina Berry, Steward - 985-2595

Laura Grabow, Steward - 985-2796

Erin Hageman, Steward - 985-2789

Corey Hoffman, Steward - 985-2349

Jennifer Jenniges, Steward - 985-2214

Margaret Ko, Steward - 985-2449

Tyler Lyons, Steward - 985-2747

Stacy Rutt, Steward - 985-2902

Wanda Viento, Steward - 985-2763

Melanie Wurtzberger, Steward - 985-2904

Dave Kamper, MAPE Membership Engagement/Development/Organizing Business Agent -  651-287-8754; [dkamper@mape.org](mailto:dkamper@mape.org)

Kathy Fodness, MAPE Contract Administration, Advocacy/Representation Business Agent - 651-287-8755; kfodness@mape.org

Forensic Meet and Confer Committee: Lynn Butcher, Beth Zabel, Jessica Waldron, Dani Polzin, Becky Meyer, Suzannie James-Sveback

MSOP Meet and Confer Committee: We currently have a clinicians group going at this time. We are looking for members in all classifications to begin talking about starting this process up again.

Labor Management Committee: Amanda Hoerst, Lynn Butcher; Bob Tarrant, Tyler Lyons