*Local 2101 Meeting     
Meeting Minutes*

April 9, 2019

Anderson Bldg. Rooms 2370 & 2380  
Lunch: Lydia Rose Catering

**Welcome – Liz Pearson, President**

* The [MAPE event to kickoff contract bargaining](https://mape.org/news/contract-bargaining-opens-members-sharing-stories-and-action) at the Doubletree Hotel on Thursday was a great success!
  + 33 people from our local attended- it’s important that we show up for these events- strength in numbers!
  + Four MAPE members, including Elias Agazahou from MN.IT-DHS, shared their stories around MAPE’s five key contract themes: workforce development, equity and inclusion, work-life balance, healthy workplace, and wages and health care. Eliastalked about equity with regard to his experience as an unclassified employee whose two-year contract expires at the end of December. Hearing members’ stories inspires change!
  + The CAT (Contract Action Team) is still collecting stories to inform contract negotiations- find a CAT member or other MAPE leader if you have a story to share
* This week is Weather Preparedness Month!
  + Know the emergency procedures for our building: <https://workplace/functions/HumanResources/SafetyHealth/Building%20Emergency%20Plans/2018_Andersen_Building%20Emergency%20Procedures.pdf>
  + Statewide Tornado Drill this Thursday at 1:45 (include link to emergency policies) – UPDATE: Tornado Drill has been CANCELLED due to weather (#onlyinmn)
* Farewell to great people from our local! We thank them both for their involvement in MAPE
  + **Lucas Peterson** is leaving state service. He served as our Treasurer and as a delegate at Delegate Assembly (DA)
  + **Jennifer Willette** took a position as a supervisor at DHS but she will be MAPE ally. She served on the Volunteer Committee and as a delegate at DA
  + If you leave MAPE you can still be a MAPE associate- it does not cost you anything and is a way to continue to support the union
* Thank you Lunch Committee!
  + We need more people on the lunch committee- contact Nacole Lind ([nacole.lind@state.mn.us](mailto:nacole.lind@state.mn.us)) if you are interested in joining
  + Cook Lydia is here! Thank you, Lydia- the food was delicious!
  + Be sure compost your plates or bring your own to the meeting

**MAPE Day on the Hill Recap**

* **Thank you to all who participated- it was an energizing day!**
* **Local 2101 member Nancy Schultz reflects: Waited 40 minutes for state representative (she was in a committee meeting) but it was worth it! She was highly engaged and asked good questions. Nancy’s state senator is from a union family and a vet- he said he is willing to do what it takes for us to continue our work. Takeaways from the rally: Governor Walz- No private prisons while he is governor. One MN includes our union. Secretary of State Steve Simon promised to protect voter rights. State Auditor Julie Blaha said she is looking at budgets but she is also on the PERA board. Attorney General Keith Ellison said he is working to protect rights of Minnesotans- especially Liberians. MAPE Executive Director Lina Jamoul and AFSCME Executive Director John Westmoreland energized the crowd.**

**MAPE State and Local Elections – Liz Pearson**

* **Nominations for our elections this year close April 11**
* **Local positions open: Regional Director and Delegate Assembly delegates (9 spots)**
* **Statewide positions open: Vice President, Secretary, and Organizing and Political Councils (5 seats each)**
* **To nominate yourself or another co-worker please contact our local election committee:**[**Dylan Adams**](mailto:Dylan.Adams@state.mn.us)**and**[**Ashley Warling-Spiegel**](mailto:ashley.a.warling-spiegel@state.mn.us)

**Approval of meeting minutes and agenda – Liz Pearson**

* **Last Month’s**[**Meeting Minutes**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/March/20190312MAPEMinutes.docx)**– Approved**
* **Meeting**[**Agenda**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/April/April20192101Agenda.docx)**– Approved**

**Boat Cruise social outing/membership recruitment event SURVEY – Liz Pearson**

* **You should have received a short survey from MAPE Central regarding the boat cruise we discussed at the March monthly meeting. Cut and paste the link in separate window with any browser. The deadline to complete the survey is April 22.**
* **Please fill it out- we want this event to be about US as a MAPE local so your input is imperative!**
* **It’s a significant amount of money so want it to be worth your while**
* **Join the organizing committee, or if you have other ideas for events, form an organizing committee and run with it!**

**New Good and Welfare Policy proposal – Sylvia Kidder**

* Chris Cachuela suggested we consider changing the policy – it hasn’t been updated in 9-10 years
* Proposed updated policy can be viewed [here](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/April/Good%20and%20Welfare%20policy%20-%20updated%202019.docx). Changes from current policy:
  + Increasing dollar amount from $25 to $50 for a death in the member’s family and when a member is involuntarily laid off
  + Providing the option of requesting a donation to a memorial fund or flowers valued up to $50 for a death
* Executive board felt these increases were financially feasible now, and that we could see how the budget looks again in a year or two and consider further increases
* Take the month to look over the updated policy; we will vote on it in May. If you’re not going to be at the May meeting and want to cast your vote, let one of the officers know

**Thank You, 2018 Audit Committee! – Sylvia Kidder**

* **The 2018 Audit is complete and accepted- everything looks good! A big thank you to the Audit Committee: Holly Johnson (BSO), Joanna Turner (HCA), and Lindsay Burr (HCA)!!**

**Negotiations Update – Shawnet Healy**

* We gather in numbers because it gives us power. All the people that showed up for the contract bargaining event at the Doubletree- that was amazing. Don’t stop.
* Opening contract proposals from MAPE and MMB are posted on the MAPE website- we want to keep the process transparent
  + MAPE’s proposals: https://mape.org/mapes-opening-contract-proposals
  + MMB’s proposals: <https://mape.org/mmbs-opening-proposals>
* Remember- the union is not at MAPE Central- it’s all of US
* Next meeting is April 16 (rescheduled from this Thursday due to weather)
* Shawnet will keep us posted as soon as she has more info. If you have questions in the meantime, feel free to contact Shawnet ([shawnet.healy@state.mn.us](mailto:shawnet.healy@state.mn.us))

**This is Shawnet’s last year negotiating- thank you, Shawnet!** She has been doing this for many years, starting with AFSCME. We appreciate her expertise and dedication!

**Member Concerns and Other Announcements – Liz Pearson**

* **Our current membership rate is at 83%!! Great job- we are so close to our goal of 84%!**
* **Next MAPE 101 is Tuesday, April 23, 12:00 – 1:00pm in room 2380**
  + **Our Enforcement Business Agent David Hearth will be reviewing the content in our MAPE contract. Contact Liza Pearson (**[**elizabeth.pearson@state.mn.us**](mailto:elizabeth.pearson@state.mn.us)**) for the meeting invite.**
  + **Welcome back Amelia Fink from PPL!**
* **There is a MAPE Resolution Writing Seminar happening Wednesday, May 8, 2019, 5:30 – 6:30pm at MAPE Headquarters in Shoreview**
  + **In preparation for Delegate Assembly, learn more about resolutions and how to write them.**
  + **Register on the MAPE website (**[**https://mape.org/events/resolution-writing-seminar**](https://mape.org/events/resolution-writing-seminar)**) by Monday, May 6.**
* **Andrea Falk and Sarah Small are spearheading an effort to clarify, improve, and better communicate the FMLA process for DHS staff. We would like to hear your stories about using medical or parental FMLA by April 17, 2019:**
  + Fill out the FMLA Experiences Form (available [here](https://c/Users/pwvmv51/Desktop/FMLA%20Experiences%20Form.docx)) and email it to Sarah ([sarah.small@state.mn.us](mailto:sarah.small@state.mn.us)) and Andrea ([andrea.falk@state.mn.us](mailto:andrea.falk@state.mn.us)). Include your contact information for follow up if necessary.
  + Reach out to Sarah or Andrea to schedule a 1:1 conversation
  + If you wish to submit a story anonymously, you can omit your name/contact info from the FMLA Experiences Form and intra-office mail it to Sarah (mail code 0997) or Andrea (mail code 0237)
* **All the slots are filled for the volunteer opportunity on Friday, April 19- thank you to everyone who signed up!**

**Update from our Regional Director – Marcia Bierschenk**

* Marcia serves on the MAPE Board of Directors on behalf of our local. Her term is up this year and her last day is May 31. You have until 11 to run for this position! J Reach out to Marcia if you have questions about it.
* Update on Social Media Policy from MAPE Central- you cannot use social media to campaign for MAPE offices, local and state

**Update from our Business Agent – Debbie Prokopf**

* Debbie is the Organizing Business Agent for our local
* MAPE Statewide elections are open this year for Vice President, Secretary, and two newly formed councils- the Organizing Council and the Political Council:
  + Exciting time and opportunity to get involved with these brand new councils! The people who get elected to these positions get to guide the work from scratch- no specific job description at this point
* Supplemental agreements: side agreements in addition to our contract that are specific to each agency. DHS supplement agreement is being negotiated by our Meet and Confer team. Big topic being covered this year: student loans
  + Currently the agreement states that DHS *may* pay for up to $5,000/year for student loans (permissive). We are finding out that this benefit is only offered to certain classifications and everyone else is being categorically denied.
  + This year we are proposing language to make this mandatory and apply to both Central Office and DCT
  + Similar to language being proposed in the statewide contract, but there are a handful of agencies that are also working on this with supplemental agreements. Strategic move to put pressure on MMB to do this statewide.
  + Q&A regarding this proposal:
    - Yes, there is commitment/reimbursement language.
    - Debbie doesn’t think the MNIT local is proposing this in this cycle- MNIT local is focused on figuring out the unclassified issue.
    - Does the federal Public Interest Loan Forgiveness Program conflict with this? Debbie doesn’t think so but will have to look into it.

**Gift card winners**

* **Yvonne Cain (also our winner of bonus emergency preparedness swag- including a hat!), Mary Meredith, Tracy Ryan, Clancy Ferris**

Upcoming meetings

* **Next Officers’ meeting: Thursday, April 25, 12-1 pm, ELA 5335**
* **Next General Meeting: Tuesday, May 14, 12-1 pm, ELA 2370-80**