MAPE Local 1601 Meeting Minutes April 23th, 2019

Place: Central Lakes College Room C237

Time: 12pm

1. Acting President Christina Sundgaard called the meeting to order and the minutes were approved from last month.

1. Christina reported for Darren Hage, our Regional Director:

1-Todd Maki Statewide Treasurer reports we are financially on track.

2-He talked about opening up the lower level of the MAPE office to create a bigger meeting space at MAPE Central to host some smaller events onsite vs renting space somewhere else. Could provide more training.

3-Joan Treichel – 2nd Vice President Report over all membership is at about 74%. She also talked about IAF\UNION Training – some members who attended the training spoke about how it went.

4-Thu Phan – 1st Vice President Talked about Chief Steward’s should be reaching out to the locals (Being Active). He Talked about the MMB proposed removing our sexual harassment/discrimination policy and link to MMB’s policy.  We aren’t wanting to do that.  This was brought through MMB’s negotiations. Rich Ramsom may be out for some time with surgery. Basic steward training coming up in May in Region 18,19 and 20. Check on line for dates/times. Some talk about Steward Training/Meetings, some online steward training is coming, continued training…Stay Tuned. Thoughts/talk about using go to meeting for some steward communication.

5-Ashley Erickson – Test Messaging Program. New resources for membership recruitment – Resources. New state employee letter – snail mail – Comes from MAPE Central. Use for Texting – Tried for negotiations opener for communicating. Tried on 1200 – 5 years or less new employees.  Seemed very very good.  Could watch responses on the web come in just like chats. Personalized texts that someone can respond back to.  Would be a huge thing for us in Rural Mn. I believe. Social Media policy use for campaigns policy – Candidates are responsible for comments.  Policies already in place with MAPE would work together in regards to this policy.

6-MAPE Survey Results. What does the Board look like and how do they move forward? Talked about what the board does well and what needs to be improved. Need quality letters of what impact would happen if your position wasn’t funded.  Richard talked about the makeup of the Senate/House – Approved 100,000 for funding for a digital media campaign in case nothing gets agreed on with the contract.

1. Christina addressed some current employment questions in regard to our contract and Negotiations.

1. Christina let the group know we would be addressing some concerns that were in the group about changes in job class and length of service credit.

1. Treasurer Kevin Martini:
2. We are financially stable with 78% Membership with 7 more new members we will be at our goal of 80%. If you sign up 5 people you will receive a gift card.
3. We paid for the MAPE members that attended Day on the Hill.  There was discussion on how they felt it went and some of the good that they saw in meeting with their legislatures.

1. Chief Steward Leonard Skillings:
2. We have a couple of grievances going through Arbitration.
3. MAPE is asking for personal stories to support Paid Parental Leave and other MAPE issues.
4. Leonard also addressed the change in job classification that DHS is doing.
5. Membership Secretary Laura Czech reported we have 270 members in our Region with 75 nonmembers.
6. Dan Engelhart MAPE Business Agent:
7. Dan discussed the use of MAPE dues and the fact that none of the dues money goes for political support.  We have the Political Action Committee that is involved with the political process and this is financed with members donating to this committee.
8. Dan explained the different Business Agents jobs.
9. He also discussed why there is a lack of timelines in some areas.
10. MMB has come into Negotiations with all new negotiators. We are trying to get more rights for unclassified employees.
11. We bargain Health Care in a group of different Unions. All the proposals are out to the public and can be found on the MAPE web site.
12. We are fighting privatizing and sub-contracting.
13. You can help the Negotiations process by making videos or sending statements involving your work for the State and how important it is.
14. Negotiations Don Lucksinger:
15. We met on the 16th to prepare for this week, meeting with the Governor’s team 24-26th and exchanging packets. We are just starting to exchange proposals so basically we have 28 items not including insurance proposals as they are negotiated separately and we should get the list of proposals real soon. Push week is May 17th.
16. Expand phased retirement for all.
17. Student loan reimbursement.
18. College Credits for professional development
19. Cover cost of licenses and certification.
20. Address temp unclassified employees.
21. Clarify connect 700 programs.
22. All time off for tribal voting.
23. Expand definition of family.
24. Institute Rooney rule for diversity.
25. Add 2nd floating holiday.
26. Paid Family leave.
27. Add bereavement leave.
28. Increase telecommuting.
29. Increase vacation accruals.
30. Rights for non-exempt employees to earn overtime.
31. Allow part time employees to use vacation to maintain wages on holidays.
32. Call back pay to include remote work stations.
33. Safety leave.
34. Rights for employees seeking reallocations.
35. Employee protections during disciplinary process.
36. Protect union rights.
37. Across board increase in pay.
38. Add longevity step to top.
39. Add retention incentive.
40. Increase severance pay.
41. Allow vacation into deferred comp and increase amounts.
42. Unused deferred comp match money to employees.
43. Add per diem and change meal reimbursement rate.
44. We will work on the top 4 on the 25th with the Governor’s team.  The above are just a brief explanation of what we are working on. Thank You.

1. New Business:

a-The gift card was won by Mary Welliver retired DHS Acting Secretary.

b-There was a general discussion on the priorities of the Negotiations Team. A statement from a member stating that time lines need to be in place for different levels of the grievance process.

c-A request for more training was made by the College. Other members of the group also made this request.

c-Christina informed the group about elections. Laura Czech has been nominated for President. Christina Sundgaard for Vice President. Kevin Martini for Treasurer.

d-The summer schedule was discussed and where we are meeting in May, June and July.

1. Old Business:

1. Good and Welfare:

Next meeting: To Be Announced.

May 24th, 2019