**MAPE Meeting Minutes – Local 1001**

**Region 10**

**Dates, times, and locations:**

September 17, 2019

11:30-12:30

DOT, Conference Room C

Lottery, Auditorium

MDE, CCA-13

Maurice Wilson called the meeting to order.

**Roll call of officers:**

Maurice Wilson, president – present

Deb Rose, vice president – present

Michael Diedrich, treasurer – present

Mike Schultz, secretary – present

Jeff Plaman, membership secretary – not present

Alex Migambi, chief steward – present

Ken Kalamaha, region 10 director – not present

Dan Engelhart, MAPE business agent for local 1001, was also present.

**Board of Directors Update**

Maurice will be attending Board of Directors meetings in Ken’s place (Regional Director). Maurice plans on sending updates to members summarizing notes from Board of Directors meetings. Board meeting minutes can be viewed at this link - [https://mape.org/committees/board-directors](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Fcommittees%2Fboard-directors&data=02%7C01%7Cmike.schultz%40state.mn.us%7C5d3f7ed31e994ec0ee3c08d732c76e10%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637033704928788958&sdata=ESDTTe5%2Br3w4WU77Yu4RyQDF%2B82XxJtHS66dfzgpVfg%3D&reserved=0)

**Membership Update**

Membership advocates met with new employees during orientation at MDE in August. These are held monthly with new employees and are coordinated by HR. Are there similar meetings at DOT and Lottery? If so, we’d like to be involved - reach out to Jeff.

Currently 72.76% of employees represented by 1001 are paying members. Every member has a role to play in supporting and expanding out strong membership base. We ask every member to make it a point to welcome new employees and work with them to join us. You may do this by having them sign the membership card or on [www.MAPE.org/join-mape](http://www.mape.org/join-mape) – don’t assume that they know about the union or that they have already signed up. We are finding several people who have assumed they’d joined and actually hadn’t.

**Treasurer Update**

We are in the process of reconciling our financials. Our Local fund balance is looking strong. Michael plans on hosting information meetings about the Local’s finances at each work site.

**Business Agent Update**

The contract has been ratified by MAPE members and sent to Minnesota Management and Budget, Subcommittee on Employment Relations (SER) for action. SER has 30 days to act on the contract. If SER does not have a meeting to take action, does not call a vote on the contract, or the vote ends in a tie, then the contract goes into interim effect. The most likely outcome is a tie vote, which would put the contract in interim effect. Employees would then begin seeing contract wage increases and back-pay would also be given, likely by December. The contract ultimately has to be approved by the full legislature, which may occur at a special session.

**Backpack Drive**

Thanks to the volunteers, those that donated, and everyone who assisted with this service initiative! We collected approximately 60 backpacks with supplies and two extra totes of supplies. The backpacks were donated to the Roseville School District, which is the school district associated with our Region.

**Delegate Assembly**

Delegate Assembly is Saturday, September 21. Five delegates from Region 10 will be attending, including five alternates. Delegates will be voting on 23 resolutions to change or modify key governing documents for MAPE. Delegates will also be voting on the annual budget.

**Steward Update**

Steward “Did You Know?” - Letters of expectation: In the new proposed contract, letters of expectation can be removed from personnel file after six months – these letters are not discipline, so they cannot be grieved (and thus the letters themselves are misleading). Letters of expectations have been used as a bullying tactic by placing unreasonable expectations (e.g., any external communication has to go through supervisor) or by issuing a letter soon after a job description has been changed. If you get a letter of expectation, make sure it is clear to you and contact a steward. If you have an existing letter of expectation in your file, please contact a steward right away.

**End of Summer BBQ**

In an effort to strengthen our membership, the local is hosting a BBQ on Saturday, September 21 at the Como picnic pavilion, 11:30-1:30. We encourage everybody to bring along a non-member in an effort to boost our numbers. Family members are welcome – the zoo and gardens are brilliant this time of year and would make for a great afternoon out.

**Site-Specific Topics**

DOT: Members discussed recent moving of staff within the agency to allow for a larger number of smaller cubes. However, most of the new cubes appear to be going unfilled, at least for right now. No purpose or rationale for these changes had been communicated to staff.

MDE: Members were presented and discussed a petition to form a new Local in Region 10. Members also discussed the One MDE Council: MAPE gets three designees on this council focused on equity, diversity and inclusion in hiring, retention, promotion, etc. Those designees were selected and attending the meeting, along with 30+ other employees at MDE. Currently there is no co-chair. The commissioner directed the three MAPE designees to work with the HR Director on developing future agendas. Meet and Confer will be used to address concerns with the organization and communication around One MDE by HR.

Lottery: Members discussed how Meet and Confer works. Passed around forms for people to use to suggest Meet and Confer topics. Several topics were discussed and recorded by Lottery MAPE members. Members also discussed supplemental bargaining and topics that could potentially be bargained. Lottery HR is working on a Code of Conduct that is very specific to Lottery. Lottery staff will discuss with MAPE staff about how they can have an impact on what goes into this policy. Lastly, members discussed need for more clarity on reimbursement policies when they are travelling for work.

**Door Prize Winners:**

DOT: Alice Robbins

Lottery: Sierra Hawkins, Tami Bender

MDE: Kate Beesch, Holly Anderson

**Next meetings:**

October 15, 2019

11:30-12:30

DOT: Conference Room C

Lottery: Auditorium

MDE: CCA-13

Join our [Local 1001 Facebook Community](https://www.facebook.com/MAPELocal1001/).

Questions or comments? Please reach out at mapelocal1001@gmail.com.