**MAPE Meeting Minutes – Local 1001**

**Region 10**

**Dates, times, and locations:**

October 15, 2019

11:30-12:30

DOT, Conference Room C

Lottery, Auditorium

MDE, CCA-13

Deb Rose called the meeting to order.

**Roll call of officers:**

Maurice Wilson, president – present (late)

Deb Rose, vice president – present

Michael Diedrich, treasurer – present

Mike Schultz, secretary – present

Jeff Plaman, membership secretary – 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**

The board last met in August due to Delegate Assembly in September. The new Organizing and Political Councils are working to become established and determine priorities for action. The board is preparing for the upcoming contract vote by the Subcommittee on Employee Relations (SER).

**Membership Update**

Our membership rate continues at over 70% (72%). Action at MDE includes developing a Membership Action Team (MAT) to identify MAPE advocates in each Division who can welcome new hires and be that first point of contact to speak about the importance of joining the union as well as helping them transition into their workplace. Jeff Plaman would be happy to work with other agencies to develop MATs at their sites. One thing that we’re noticing is that some new hires don’t realize that they need to actually take action to join MAPE – they think they’re automatically enrolled somehow. Please make sure every new hire you encounter is invited to join us and explain how to do so (fill out a card with them or [open the website](https://mape.org/join-mape) and have them join online).

**Treasurer Update**

The Local has a strong fund balance. Expenses to date have been under budget for the year to date. We are in the process of planning a budget for next year. Please email Michael D. if you have any questions about the Local finances or budget.

**Business Agent Update**

The contract has been ratified by MAPE members and sent to SER for action. SER will be meeting Tuesday, October 22 to consider the contract. All are encouraged to turn out for the public hearing to show support. If SER does not end up having 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. Some new contract provisions will require additional organizing at the agency level, like reimbursement for student loans, which are an optional provision agencies can choose to allow. MDE MAPE members have been organizing around other issues outside the main contract, including flex schedules/telework and the One MDE council.

**Open Enrolment**

Mike Foster presented on the upcoming open enrollment for state employees. If the tentative contract is voted down by SER, open enrollment will still move forward – health rates will increase as they would have if the contract was approved, but dental benefits would not be open for enrollment. If approved, both would be open according to the new rates and benefits. People should have received a brochure from the State Employee Group Insurance Program (SEGIP) outlining changes that can be made during this year’s open enrollment. SEGIP also will be hosting an open enrollment fair at MDE. Be on the lookout for clinic tier changes – your primary clinic tier level is the prime determiner of out of pocket costs. Some clinics will go up in level, some will stay the same if you change plan administrator, and some will go down in level. If you switch plan administrators, be sure to ask if specialists are in or out of network. The state will be putting out an RFP for vision benefit administration; these benefits won’t be effective until January 2021. If you have any questions, please call SEGIP. Lastly, when enrolling online, make sure you hit the submit button and receive a confirmation of submission.

**Steward Update**

Alex M. co-presented a breakout session at Delegate Assembly about accommodations under the Americans with Disabilities Act (ADA). Remember that stewards can help you in your request for accommodations should you need it. MAPE will be publishing resources for members and stewards on this topic.

Performance reviews were discussed. Employees can’t refuse to sign a performance review, but that doesn’t mean you are agreeing to it. In response, you can write a rebuttal to include in your employee file, or you can appeal the rating – employees have 30 days to appeal the performance review.

**Site-Specific Topics**

DOT: No update to report out to the greater group.

MDE: Members discuss the three memoranda of agreement with the MDE commissioner – 1) flex schedules/telework, 2) One MDE Council, and 3) professional development. Regarding flex schedules/telework, if you have been denied telework or a flex schedule in the past, you can reapply under the new agreement. If you are denied, it has to be for a valid business reason. The denial can be appealed. Regarding One MDE, the One MDE Council will be electing a co-chair. MAPE designees to the council will coordinate with MAPE members to seek feedback and guide future implementation. MAPE members are also seeking demographic data to better understand diversity, equity and inclusion in terms of hiring, promotion, retention, agency management, etc. Meet and Confer at MDE has started to request this data. Additional data to seek is how candidates are scored, who is conducting interviews, how are they selected, etc. Regarding professional development, MAPE members will be forming a working group to figure out next steps on implementing the memorandum of agreement.

Lottery: Members discussed the health benefits component of the new contract, with multiple members expressing interest in reducing the costs to employees in the next contract cycle. Members also discussed an interest in either creating a fitness center on site at Lottery or working out an arrangement with the hotel across the parking lot to allow employees to use the hotel’s fitness center.

**Door Prize Winners:**

DOT: David Kratz

Lottery: Dean Natto, Patrick Wolfgram

MDE: Kendra Lewis, Jill Bemis

**Next meetings:**

November 19, 2019

11:30-12:30

DOT: Conference Room C

Lottery: Auditorium

MDE: CCA-13

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