**Local 301 Membership Meeting**

**Tuesday January 12th, 2020, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by Vice President Snyder**

**Attendees: 69**

**Welcome/Announcements, Mark Snyder, Acting Local President (Local Vice President)**

* Mark introduced himself as the acting Local 301 President. Brett Nagle is still out on paid parental leave, but was able to attend today and help facilitate.
* The Local 301 holiday contribution to Domestic Abuse Project with the local match was $2,306.
  + We’re working on developing the schedule for 2021 monthly donations.
* Mark congratulated Jennifer Nguyen Moore on behalf of the local for receiving the Rachel’s Network Catalyst Award, recognizing women of color who promote environmental advocacy, philanthropy, and leadership. Jennifer shared about her work in the community, supporting efforts related to sustainability, but also to provide resources during COVID.
* Mark reminded everyone that there was an email announcement last week on COVID vaccinations, detailing the schedule for state employees and the process. Similar to flu vaccines, there will be clinics set up for state employees.
  + If you have health concerns, talk to you primary care provided (PCP) to determine if you qualify for an earlier vaccine phase.
  + If you have questions, check with your supervisor or HR.

**Membership Committee Update, Membership Secretary, Chuck Krueger**

* Chuck introduced himself as the Membership Secretary.
* Chuck and Anne Morris (Local Treasurer) put forward a proposal to increase member participation in monthly meetings.
  + **What**
    - Purchase $500 worth of gift cards, using the entire 2021 membership line item of the budget
    - For 5 months of 2021, give away $100 worth of gift cards each month ($25 increments)
      * Gift card drawings would replace the birthday drawings
      * Give away 4 gift cards each meeting, adding up to 20 winners total
    - If the proposal passes, consider proposing another 5 months and amend the budget
  + **Rules**
    - Must be present at the beginning of the meeting to win
    - Winners will be picked at random, and can only be picked 1 time/year
    - Random gift card will be sent to winners
  + **Timeline**
    - January: Propose concept, ask for motion to proceed
      * Members send ideas for businesses to Chuck
    - February: Vote on businesses for gift cards using Mentimeter
    - March: First drawing
    - July: Ask for extension if the program has proven successful for increasing engagement
* A proposal was made that the gift cards selected for the winners should align with their home zip code for easier use.
* **Motion:** Brett Nagle made the motion to adopt the gift card as proposed.
  + Jason Ewert seconded.
  + Mark asked if anyone had questions or concerns, and there were no additional questions. Motion was approved to move forward with the proposed timeline and approach for gift cards.
* Ideas for businesses to purchase gift cards should be sent to Chuck ([chuck.krueger@state.mn.us](mailto:chuck.krueger@state.mn.us)). Five businesses will be selected through local voting using Mentimeter.
  + Recommend considering union-friendly, local, BIPOC-owned businesses

**Labor-Management Committee Update, Bill Dunn, Previous Negotiator**

* Bill introduced himself and provided background on the MAPE & MPCA Labor Committee. This committee includes all labor unions (MAPE, AFSMCE, Engineers (MGEC), Middle- Managers).
* This Committee started before meet-and-confer and is in the contract (Article 32), and applies to all MPCA locations statewide.
* Management involvement includes other executives, but not the Commissioner, which is a difference from meet-and-confer.
* Discussions for this committee often feel reactive as opposed to proactive, with Management reporting to the Committee.
* To learn more about current focuses and past projects, there is a Labor-Management Committee page (<https://lorax.pca.state.mn.us/labor-management-committee>). Bill shared the Committee is considering doing more listening sessions to identify future focuses.
* Bill provided a list of current Committee participants, but more MAPE members are needed. There is a preference to have at least one member that is also involved with meet-and-confer as a link between groups, and also to have more Greater MN participation.
* If you are interested or know someone that would be a good fit, contact Bill ([bill.dunn@state.mn.us](mailto:bill.dunn@state.mn.us)).

**Board of Directors Update, Mark Snyder, Acting Local President (Local Vice President)**

* Shanna Schmitt (Regional Director) couldn’t join, so Mark presented on her behalf
* The Board of Directors didn’t meet in December
* Mark provided an update that special elections were held, but there wasn’t voting since all the races were unopposed or didn’t have nominations. There were 3 statewide officers elected: 1 Organizing Council and 2 Trustees.
* There is extended time to use FY20 vacation for Priority 1 workers.
* There is a Board of Directors meeting on Friday (1/15/21)
* Feedback is welcome – contact Shanna ([shanna.schmitt@state.mn.us](mailto:shanna.schmitt@state.mn.us)).

**Steward Update, Melissa Wenzel (MPCA Steward)**

* Kristin Kirchoff-Franklin (Chief Steward/Contract Negotiator) and Claudia Hochstein (Contract Negotiator) are in a negotiations meeting today, so they won't be able to give an update. Melissa presented on their behalf.
* Local 301 Stewards: Jen Crea (MNIT), Lucy Dahl (BWSR), Bill Dunn (MPCA), Jeannie Given (MPCA), Jen Jevnisek (MPCA), Mel Markert (MPCA), Barb Peichel (BWSR), Melissa Wenzel (MPCA), Denise Wilson (MPCA), Dave Wischnack (MPCA)
* Melissa confirmed the MPCA will not be offering the early retirement incentive (ERI). It is unclear whether it will be available for MNIT or BWSR staff. Additional information has been shared in the PCA Today and by Peter Tester.
* Dave Kamper (MAPE Business Agent) confirmed that the union is always considering additional retirement options, and this topic can be revisited with Kristin when she’s back.
* Melissa and Dave provided updates for COVID leave, reminding everyone that stewards are available to support members with management if needed.
* The previous COVID Health Leave Policy (HR/LR Policy 1440) and Extended FMLA Leave for School/Childcare Closure (HR/LR Policy 1441) expired on Dec 31.  They were both renewed and revised as of Jan 1.  The Expanded Leave for School/Childcare Leave Policy is now HR/LR Policy 1443. [There are some changes to note](https://mape.org/news/covid-leave-updates):
  + In both cases, the “bank” of leave hours available is not being replenished. COVID Health Leave is a total of 80 hours maximum, and School/Child Care Closure is 10 weeks.  If you used hours under either policy before January 1, they count against this total.
  + Under the previous policies, *all* Priority 1 and Priority 2 employees needed prior approval from their management before they could use COVID Leave for any purpose. The January 1 changes significantly narrows the group of people who need prior approval – it now only affects employees who perform “Priority 1 or 2 Critical Services”, which include health care providers, emergency responders, and employees “assigned to duties that are determined to be necessary for the State of Minnesota’s response to COVID-19.”  There are many agencies (Minnesota State Colleges and Universities is one) where most or all employees were previously designated as Priority 1 or 2. Under this new policy, many of those employees will no longer need permission to take COVID leave. This is a good and sensible step that will make it easier for many people to use COVID leave.
  + There are two specific changes to the School/Child Care Leave, one advantageous to us and one disadvantageous.
    - Use of School/Childcare Leave no longer counts against your FMLA leave balance.
    - Employees cannot use this leave unless they have worked 1,044 hours in the past 12 months. This means all new employees under six months’ service will not be eligible, and some part-time employees or those who took extensive unpaid time off for medical or parenting purposes might not be eligible.
* Reminder that if you have a medical need that a medical provider puts in writing, then there are additional options – reach out to your stewards.
* There isn’t a formal option for using SIK leave in place of COVID leave.
* Reminder that sick time is meant to be used when you need it for your health and well-being, and **you do not need to share details** with your supervisor.
* Melissa, who was part of a previous wave of staff shifted to MDH for COVID support, said there may be another wave in 2-5 weeks due to opening of schools/sports/restaurants & bars and because of the new, faster-spreading virus strain
  + If you’re willing and able to volunteer, reach out to your supervisor. Also keep your skills updated in Self-Service.
* For previous waves of re-assignments, MDH gathered contact names for those willing to volunteer, and then upper management will review to determine whether an individual’s work can be put on hold to allow the transfer.

MDH will specify if you need to go in person for the assignment; most appear to be remote.

**Closing, Mark Snyder, Acting Local President (Local Vice President)**

* Brett Nagle provided a quick update on Freda, and expressed gratitude to Mark and the rest of the executive team for continuing to keep the local going positively. He also thanked Jennifer and other staff doing important work to make a difference in the world. Brett also thanked members in this local and unions that helped fight for parental leave, even if it wasn’t something they would be able to use – this has been a significant impact for Brett and his family.
* Doing work for the greater good, even when it doesn’t impact us personally, is at the core of why we do what we do. We can help each other! We are going to need each other more than ever, and even with the federal changes of power, we will still need to fight for a strong union.
* Mark will continue to serve as acting president during this time.

**Meeting adjourned at 12:59 pm by Vice President Snyder**

**Next meeting February 12th at noon**