**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*February 18, 2020*

*MDE, Conference Room CCA-13*

**Roll call of officers:**

Maurice Wilson, president – present

Deb Rose, vice president – not present

Mike Schultz, secretary – present

Jeff Plaman, membership secretary – present

Michael Diedrich, treasurer – present

Alex Migambi, chief steward – present

**MAPE Elections**

We are currently in a special election for Region 10 director. We are also in the nomination process for certain statewide, regional and local positions. **Statewide:** President, Treasurer, 3 Organizing Council positions, 2 Political Council positions, and 1 Trustee position. **Agency-Specific:** Meet and Confer Committee Chairs (MDE for Local 1002). **Region:** Director, and Negotiations Team representative. **Local:** Delegates and Alternates for Delegate Assembly.

All Local Presidents are to appoint a local nominations committee; local nomination committees shall seek out and encourage qualified persons to run for local elective positions. Each local must also establish a local election committee by the time nominations for offices open. For Local 1002, this will only be for Delegate nominations. If you are the local election committee, you cannot run for a Delegate position.

The formation of a Statewide Nominations Committee was authorized by the 2018 Delegate Assembly. The committee’s responsibilities include identifying potential leaders and encouraging them to run for a statewide or regional elective position. Members must send their nominations for statewide and regional positions and for meet & confer chairs to MAPE Central on behalf of the Elections Committee (swelect@mape.org).

**Regional Director Candidate Forum**

The two individuals running for the Region 10 director position were provided time to share their views and why they would like to serve.

**Membership Update**

We are currently at 242 members, which is 77% of eligible employees in Local 1002. Our goal is 80%. When new employees are hired, Jeff reaches out to MAPE members in that division to talk about joining the union and the benefits it brings.

A listening session was held on 1/29 for mid to late career employees to discuss what the union should be working towards. Some themes from the discussion include: what should be negotiated in the contract vs. what actions can we take to affect workplace culture, value of employees, compensation (take-home pay but also creative compensation like vacation into salary), pay disparities and classifications, transitioning into retirement, future meeting and trainings.

**Treasurer Update**

To date we are under budget for our Local expenses. We have the paperwork we need to establish a 1002 bank account. The executive team has reallocated its line item budget to the membership meeting (food) budget. We are looking for ideas on how to utilize the budgeted funds for the membership & recruitment events line item. Contact Jeff with any ideas. We also have a line item to show solidarity with other unions. SEIU (Service Employees International Union) and the Saint Paul Federal of Educators may be going on strike in the coming weeks. Members will have to decide to donate funds to any striking unions.

**Food Committee**

A huge thank you to the food committee. The members are Holly Andersen, Verena Getahun, Camryn Krause Ferris and Rhianon Sargent. The committee plans on engaging with new vendors – from bigger enterprises, union-run shops; from smaller businesses, immigrant or POC-owned. We are trying new foods from different cultures and communities – people represent their cultures in the foods they create. In addition to planning and providing meals, the committee is collecting compost in order to reduce waste. We also plan on providing less disposable products in the future to reduce waste and to have more funds available for food. The committee welcomes feedback and suggestions.

**Steward Update**

Stewards were recognized. These are the people you can approach when you have issues in the workplace. Some contract articles to be aware of:

Article 31 concerns the Americans with Disabilities Act (ADA). It is a joint responsibility of the State *and* MAPE to provide reasonable accommodation to individuals qualified under ADA. Employees seeking accommodation are entitled to MAPE representation.

Article 4 concerns non-discrimination in terms of race, sex, etc. This article is typically not used for enforcement, and instead concerns are sent to the Minnesota Department of Human Rights or U.S. Equal Employment Opportunity Commission. Part of the issue is the 21-day grievance period. The other part is that acts are not always black and white – for example, it may be workplace bullying not based on discrimination. Remember that bullying includes withholding information and isolating team members – it’s about power dynamics. Reach out to stewards if you have any concerns.

**Meet and Confer Update**

The meet and confer team is working on setting meeting dates with the commissioner. Upcoming will be review of our memoranda of agreement. If you know of any workplace issues or agency-wide concerns, send them to meet and confer members. The team will likely be sending out a survey soon. The commissioner and/or deputy commissioner plan on setting up listening sessions to learn about employee experiences as workers.

**Education Day on the Hill**

Day on the Hill will be run differently this year. There will be a focus on issues; as such, there will be a specific Education Day on the Hill. It has not been scheduled yet. The purpose is to build relationships with Minnesota representatives and senators and share stories/concerns.

**Door Prize Winners**

John Gimpl

Eric Billet

**Next Meeting**

March 17, 2020

11:30-12:30

CCA-13

*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*