Local 2001 MAPE Meeting

March 3, 2020

Via Zoom

1. Standing Reports
2. Secretary Report:  <https://mape.org/news/local-2001-minutes-19>
3. Treasurer’s Report: (Attached) On Jan 31 we had $19,785. Things are looking good. We are currently undergoing an audit on 2019 checking account. The audit will be done in the next two weeks.
4. Membership Secretary’s Report (Attached): On 2/26/2020—348 members (69%).
5. Chief Steward Report: (Attached): We are down a few grievances because a few have been closed in the last month.
6. Regional Director Report: (Attached): Currently there is an audit on Hardship fund at MAPE central. A task force has been working on BA/Steward issues over the last months. MAPE central has a goal to get membership up to 75%. Delegate Assembly is currently booked for Sept 19 (might move to Oct 10). The MOU for 700 Connect was renewed. Day on the Hill’s are being moved to agency day on the hill this year to be more effective. We are being encouraged to participate in the census.

f) OBA Report:  There are a two upcoming agency specific Day on the Hills coming up: DHS and DOC. Both agencies have supplemental funding requests, and groups of MAPE members will be meeting legislators to join in with their voices. MN State will also have one in April.

* Our MAPE contract had its first hearing in the House today.  It’s expected to pass without controversy through the committee and continue moving.  Devin and the Political Council are working together on Senate authors to pass the contract.
* DOC members have asked for a range reassignment for all classes that work in prisons and the field.  They got 670 signatures in one week and met with the Commissioner asking for his support in the reassignment.
* Nearly 300 members met with Governor Walz yesterday and called on him to support Temporary Unclassified workers in MAPE, by supporting a large scale review, and setting up an appeals process.  The leadership team will continue working with the Governor’s office until it’s solved.
* Nominations for internal elections are going on now – check the website for positions and procedures!
1. New Business
	1. SEGIP Get Healthier/Get Rewarded: In 2021, we will not have access to the lower health insurance co-pay for doing the health survey like we have in years past. Alternatively, we will have a system to ‘earn’ points to get the first dollars of our deductible paid. Look for ‘Virgin Pulse’ emails that have recently come. They will guide you through to process. You need to earn 200 points to get this benefit. A member signed up last Friday and reached 200 points already, so it is not particularly hard to do. This must be done by October 31.
	2. Presidential Primary –Vote today in MN. WI primary is in April.
	3. Nominations for Regional Director, Delegates/Alternates to fall Delegate Assembly, and several Statewide offices are open until April 11th. Local nominations can be sent to bcnagel@winona.edu; statewide and regional elections can be sent to swelect@mape.org

Upcoming Important Dates in 2020

* Thursday, March 19 @ Noon, Steward Seminar via GoToMeeting
* Tuesday, April 7 @ Noon, Local 2001 Informational Broadcast
* Tuesday, April 14 @ Noon, PCA/Health Quarterly meeting, Rochester
* Tuesday, April 14 @ 5:00pm, Red Wing Quarterly Meeting, Marie’s Underground
* Thursday, April 23 @ 5:30pm, Quarterly Steward Meeting, Winona
* Tuesday, May 5 @ Noon, Local 2001 Informational Broadcast
* Tuesday, June 2 @ Noon, Local 2001 Informational Broadcast
* Wednesday, June 3 @ Noon, Steward Seminar via GoToMeeting
* Tuesday, July 7 @ Noon, Local 2001 Informational Broadcast
* Tuesday, August 4 @ Noon, Local 2001 Informational Broadcast
* Tuesday, August 4 @ 5:15pm, Quarterly Steward Meeting, Rochester
* Tuesday, September 1 @ Noon, Local 2001 Informational Broadcast
* Saturday, September 19 MAPE Delegate Assembly, Bloomington, MN
* Tuesday, October 6 @ Noon, Local 2001 Informational Broadcast
* Wednesday, October 14 @ Noon, Steward Seminar via GoToMeeting
* Tuesday, November 10 @ Noon, Local 2001 Informational Broadcast
* Tuesday, December 1 @ Noon, Local 2001 Informational Broadcast
* Tuesday, December 1 @ 5:30pm, Quarterly Steward Meeting, Winona

Kay Pedretti

Local 2001 Secretary

**REGION 20 Directors Report**

Board Meeting:  February 21, 2020

**Treasurer Report:**

**E**very month board members receive a financial statement. We are doing well

Error in budget that was passed Delegate Assembly for 2020. Due to leap year we have 27 pay periods in 2020.  The budget that was reviewed and passed at DA was based on the assumption that we had 26 pay periods.  This results in more membership dues collected this calendar year. Corrected budget for this year.

Local budgets have been turned in from all locals besides 1 which is being worked on, and it is not  Region 20, so we are good.  Checkbook audits due March 15

Met with legal console on hardship fund. Hardship fund policy review. Working on

language to help us be compliant. What locals can contribute to hardship funds and what

we cannot.

**Business Agents and Steward Needs**:

There continues to be on-going work dedicated to ensuring that membership has contract support.  The task force that began in late fall has been diligently collecting data and compiling this data to acknowledge the needs of stewards.  A report was designed to keep moving forward.  This report has been shared with the board and the board has agreed that the task force shall keep working on this.  They will meet again with when the new Director of Communications is hired.  First interviews  for that position were on February 14th, second interviews on February 26th.  The intention is to have the new hire in place by the end of March.

There was a significant amount of time spent discussing the steward needs and the hiring of more EBA’s.  At this time is has been agreed upon to bump up the hiring time frame for eh BA that will be replacing the EBA going out on phased retirement.

• Task force - Cindy Kolodziejski, Angie Halseth, Ellena Schoop, Lina Jamoul, Chet Jorgenson,

Nic Frey, Stephanie Meyer, Sarah Sinderbrand, Thu Phan

**ELECTIONS**  Reminder that elections are open for statewide and regional positions.  April 29th is the last day to join to participate in statewide elections. Engage nonmembers to

Join.   Also, April 10th is the last day to submit nominations. And, if you accept a nomination, be sure to do a personal statement to submit to encourage others to vote for you.  Thanks for your participation!

**Todd Kohl - Climate Study**

In January Todd presented an outline overviewing the climate study to address membership and staff concerns.  This was further discussed at the February board meeting and at this time the board will continue to review the report, holding it confidential until further notice.

**Dave Kamper**

Membership updates

○ We need 160 new members a month to get to 75% by Christmas

MAPE's membership numbers for employees with 5 or fewer years of service is

much better than it was before Janus, although we still have challenges with

employees in their first year

○ We are close to hitting 75% membership and sustain, but we are close to losing

membership percentage as well

○ 1 card / week / local we reach 75% per year

○ Can we get electronic copy ? Yes

○ Non-member numbers, how many are temporary or temporary unclassified?

○ Lower membership number for employees that are unclassified

○ Classified/fulltime employees we're at 76%

**Organizing Council**

• Working on our charter, building in liaisons

• Working on membership reports

• Purpose of organizing council is to organize and work on membership

Bring forward proposal for membership secretary training

○ 3 day AFL-CIO training for membership secretary

○ New employee orientation leaders as well

Best practices for local mapping, 1 on 1 conversations, design membership

campaigns, leader developing, role-playing

○ Training is in mid-May

○ Organizing council will shape and customize it to fit MAPE

• Want to establish an ongoing membership secretary committee

Budgeted for 3 days of lost time - training could be over a weekend. Will talk to

membership secretaries to find out

40 secretaries and 10 organizing fellows (BA's and OC members)

• Look at maybe a 2 day instead, a train the trainer

• Next OC meeting we will meet with AFL-CIO to discuss agenda, etc

Total budget request $54,525 for 50 attendees. Lost time for 3 days,

food/meals/lodging/meeting room/mileage

Chicago Training - Labor Notes

○ 5 from OC, 5 from PC, 5 at large

○ Build relationships internally and other unions

○ Advertise on website, have expectations

19,040 - flights, lost time from organizing for members at large. Council budgets will

cover the council members.

○ April 17 - 19

• Locals to build strong organizing proposals and receive funding from OC

○ Grants process is detailed, still in process

Region 20 is working with the organizing councils new format and the grant request that we had submitted originally in November should come before the board in March.  Stay tuned.

Nellie Stone Johnson Dinner

○ Organize diverse professionals to build power through relational work

Number of other unions partake in this dinner, AFSCME, MMA, Teamsters,

Carpenter's, etc.

○ Send members and have them create relationships and make connections with

other labor representatives and learn more about the program

○ Advertising for members to apply on website

○ Encourage previous members of diversity committee to go

○ Diversity committee has fallen off setting up the OC and we want to get this going

Comments - Moving forward, connecting with African Heritage Councils will benefit

us, they are also MAPE members

○  Nellie Stone Johnson lived in 20th century, farm girl and worked at athletic club as

elevator operator. They cut her wages and she organized into a union. Civil rights

and union organizer.

○ Open it up to members of diverse community, Ellena can connect with council to

give suggestions

○  We approved it from the OC budget, no funds needed from board

**Delegate Assembly**

Rosh Hashanah - we moved from Sept to Oct. Now hotel has said we may not have the

dates they told us we had

•  If we don't get Oct date, we have to move back to Sept or we need to move to a new hotel

and pay $30k cancellation fee

•  Right now we have it Sept 19. If we move to Friday instead of Saturday, if lost time is less

we could do that?

•  Is it set that the local presidents is the day before? Then we would have to ask them to

move to Thursday

•If we can't get the Oct date and have to go to Sept, can the staff impacted skip the event

without penalty? - Absolutely

**St. Paul Federation of Educators**

• 2/3 members, 82% saying ready to strike

Members are frustrated over:

○ Mental health support for students

○ Social worker access, intervention specialists

○ Multi-legal support for families with ESL, interpreters

Students don't need more administrators, they need more tools and need more

teachers

○ ESL/special ed students need more support

○ Looking for a raise. Settled for 1/1 last time.

Thank MAPE staff who helped with strike vote

• Receiving national support (Sanders tweeted)

• Information picket at 60 of sites - driving supporters and press to 3 sites

• Setting up strike fund

• Letter of support would be helpful - will talk to Lina about what that would look like

**MOU for 700 Connect**

• The language is the same as last time

• Do we know how often it has been utilized? Do we have statistics on this?

• Motion passed to pass this MOU

**Political Council**

• Report to go electronically

**Census**

• Lina and Sarah will receive census to pass out, more that fill it

out the better

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**March 2020 Chief Steward Report**

Have you ever wanted to be a steward? MAPE is offering training May 8, August 14 and November 13. Basic Steward training is held at the central office in Shoreview (3460 Lexington Ave N, Suite 300, Shoreview, MN 55126). You will be reimbursed for time lost from your job and expenses. If you are interested, please contact Kay (kpedretti@winona.edu) OR register on the www.mape.org website. These classes run from 8:30am until 4:30pm.

If you are a current steward, Advanced training classes will also be offered this year. The 2020 dates are March 27, July 24, and October 23. These classes also run from 8:30am until 4:30pm.

We have 10 open grievances in Region 20 currently, as well as several performance appeals and many investigations. We have several stewards working with MAPE members on these items.

Region 20 currently has 21 stewards. In past years we have met in person 4 times a year. Starting in 2020, we will meet in person 4 times a year (rotating between Winona & Rochester), plus meet 4 times a year electronically at noon. We met both in person and on-line in January. Our next meeting is March 19 on GoToMeeting (on-line) and April 23 in person in Winona.

If you ever get called into an investigation or think you have a situation that may be a violation of the MAPE contract (grievance), don’t hesitate to reach out to me at kpedretti@winona.edu

Sincerely,

Kay Pedretti

Region 20 Chief Steward

**March 2020 Membership Secretary’s Report**

Local 2001Percentages- As of 2/25/20

|  |  |  |
| --- | --- | --- |
| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 14 | 2.81 % |
| Member | 348 | 69.88% |
| Non-Member | 136 | 27.31 % |

**Including Billable Members, our Local’s Membership is at approximately 73%**

Please help by signing up new employees or asking non-members to join as a member at your work site or let me know if there is someone we should be getting in touch with!

**Upcoming Quarterly Membership Meetings:**

Red Wing: April 14th at 5 pm. Place TBD.