**Local 2001 Meeting Minutes**

September 1, 2020

Noon

Jay Smith called the meeting to order at 12:04pm

1. Standing Local Reports
2. Secretary Report:  Kay Pedretti—minutes found at <https://mape.org/news/local-2001-minutes-22>
3. Treasurer’s Report: Rick Indrelie The month ended with a balance of $24,740.34 (Attached)
4. Membership Secretary’s Report:  Kristen Gallo (Attached)
5. Chief Steward Report: Kay Pedretti (Attached)
6. Regional Director Report: Angela Christle(Attached)
7. Negotiations Report: Jay Smith (Attached)
8. OBA Report:  Pete Marincel
9. New Business
   1. Delegate Assembly Resolutions: John Ferrara and Kay Pedretti explained the 9 resolutions being put forward at the September 19th Delegate Assembly. These 9 resolutions can be found at <https://mape.org/committees/delegate-assembly-da>
   2. Have you responded to the “Virgin Pulse” emails?  Earn 200 points by Oct. 31, 2020, and the state pays the first $70 of your deductible in 2021. Today (Sept 1) MMB also sent an email explaining the process to get the deductible credit for 2021.
   3. Membership Good & Welfare (check-ins/outreach)😊

Meeting adjourned

Winona State University continued on link to prepare for upcoming Meet and Confer meeting.

**September 2020 Chief Steward Report**

We have been navigating COVID-19 over the past few months. If you have questions that arise from the COVID response, please reach out to a local steward. We have been working with management to make sure we are adhering to the executive orders as well as the contract. COVID leave has changed since the inception of COVID, so be sure to review the most recent policy. Please be sure to reach out to a steward if you have safety questions.

Stewards in our region met recently to do a scavenger hunt in the new contract. Stewards continue to handle investigative interviews, grievances and performance review appeals for our members. We are now at 11 open grievances, 4 of which await arbitration. Our most common grievances are in the vacation area and also the discipline area.

Have you ever wanted to be a steward? MAPE is offering training November 13. Basic Steward training is normally held at the central office in Shoreview (3460 Lexington Ave N, Suite 300, Shoreview, MN 55126), but will be held virtually the rest of the year. You will be reimbursed for time lost from your job and expenses such as mileage and meals. 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 Steward Training classes will also be offered this year. The 2020 date remaining is October 23. These classes also run from 8:30am until 4:30pm. If you are interested, please register at [www.mape.org](http://www.mape.org)

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](mailto:kpedretti@winona.edu)

Sincerely,

Kay Pedretti, Region 20 Chief Steward

**September 2020 Membership Secretary’s Report**

#### Local 2001 Percentages- As of 8/25/20

**Including Billable Members, our Local’s Membership is at 71.49%**

#### Local 2001 Percentages

|  |  |  |
| --- | --- | --- |
| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 10 | 2.01 % |
| Member | 346 | 69.48 % |
| Non-Member | 142 | 28.51 % |

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: Time and place TBD.

REGION 20 Director’s Report:

You will see below some highlights and talking points for the month of August.  Please understand that these are not my words.  Due to time constraints on my end I wanted to get this out to you sooner than later and I do not yet have the board minutes to compare with my notes and I do no want to misrepresent the boards time together on the last board meeting.  I encourage you each to review the board meeting minutes once they are available on the mape.org website.  And, as is always the case, please do not hesitate to reach out to me with questions, concerns and issues.  I will provide updates once available.

• The board tackled a MONSTER agenda this month.

• The board continued its work advancing **MAPE Tactical goals June 2020-June 2021:**

We are facing extraordinary challenges in extraordinary times. We are all called on to be different, better and to be *more*; to answer the call for justice. *What does justice in the workplace look like, and how can the state agencies in which we work deliver justice for Minnesotans?*

The challenges we face are numerous: a pandemic that has altered our work and lives in unexpected ways; a state budget with an unexpected shortfall of $2.4billion; increasing political polarization in the state; civil unrest; and growing evidence of racial inequality. There are also opportunities: the need for human connection and community fuels union solidarity; a partnership with the Governor who has shown good leadership in his response to the pandemic; the use of technology to bring the whole organization together and reach all corners of the State.

We also have a tremendous opportunity to keep telling the stories of our members and the value that we bring to all Minnesotans. The stories we tell in this moment will be told for years to come. Austerity or funding, justice or indifference will be narratives that our state will choose between and we have the power to shape those choices.

We have developed a set of priorities for the next 12 months so that we can meet the call for justice in order to advance the interests of our members *and*contribute to the common good in a democratic society. There are some foundational elements we have identified that are key to the success of our priorities. Finally, there is a calendar of activities to help chart our course together. This document is aimed at clearly and openly charting the direction of the organization for the next 12 months, as well as giving us a way to invite in members to play an active role in the organization.

**Foundational commitments**

• Develop an equity framework for all priorities.

• Identify, recruit, develop and train members to encourage active participation.

• Build and deepen our relationship with partner organizations.

• Advance the interest of state employees.

**Priorities:**

1. Protecting the health and safety of members.

2. Working with allies to help the state find resources to keep as many people employed as possible.

3. Preparing the environment in which we negotiate, including calling for a resilient public sector.

4. Protecting the fairness of elections and mobilizing our members to have an impact on the elections.

5. Growing our membership to75%

6. Developing and aligning the organization around a 3-year strategic plan

Touchpoints/Buckets:

• Bargaining

• Elections/Politics

• Enforcement

• The board continued its discussion of advancing equity:

o BOD agreed to move forward an initiative to encourage BOD members, member-leaders, members and staff to participate in the YWCA’s 21-day challenge, or similar challenges, and provide reflections that will be posted to the website.  The challenge covers different aspects of society affected by racism and inequity.

o The Diversity and Inclusion Black Caucus petition was shared and the board discussed and provided feedback

o Work on newsletter articles highlighting members and equity work is moving forward; members interested in participating or contributing to this work should contact their Regional Director or Executive Director Lina Jamoul

• The board advanced coalition building activities by agreeing to sponsor East Side Freedom Library’s Labor Day Ain’t No Picnic event; the event will focus on the impact Amazon has had on workers, small business and communities.  MAPE members are encouraged to visit the ESFL website for more info, and to attend the virtual event.

• The board considered two proposals from members:

o Repurposing the Associate Member program as a way of supporting members who may be affected by upcoming layoffs.  The board directed the Organizing Council to work with the proposal author to find ways to advance this initiative;

o Signing on to the petition encouraging divestment of the state’s pension funds from fossil fuel investments.  The board was presented with information about why this is important, background on members’ historical support of divestment, and voted to have MAPE sign onto the petition as well as to forward information to members on how they can sign on as individuals.

• The board voted on several items related to DA:

o Standing rules were approved with modification to be presented at DA;

o Q&A forums will be established for DA resolutions so that delegates can ask questions before DA and be better prepared to vote and/or offer amendments

o The 2021 proposed budget was moved forward to DA for voting

• The board voted to continue its board development work, which is designed to improve functionality and effectiveness of the MAPE board.

Local 2001 news:

We are proposing to reschedule our Leadership Retreat for October 2nd.  Please save the date if you are in a leadership and/or active role, or if you are so inclined to be in a more active role.  We would love to have you involved.  This event will be held in person as well as virtual to allow for greater  attendance due to our wide spread region and COVID-19 guidelines and personal preferences.

Be well everyone.

Angela Christle

Region 20 Director

NEGOTIATIONS UPDATE

Local 2001 MAPE Region 20 Southeast Minnesota

September 1st, 2020

At this point, MAPE State-wide Negotiations Committee has met twice. We elected Committee Co-Chairs (Adam Novotny, DOC and Carolyn Murphy, DOR) as well as our Negotiations Secretary , (Kristin Kirchoff, PCA) a key role for the Committee.

This Fall, we have scheduled meetings for:

September 10th, 2020

October 1st, 2020

November 10th, 2020

December 3rd, 2020

Currently, our meetings are scheduled through Zoom, which has resulted in a significant cost savings.

I have attached a document that summarizes our discussions on approach and strategy the committee has developed thus far (MAPE Campaign Strategy 2020). We will be reaching out in the near future to set individual listening sessions for as many individual worksites as possible (46 in Region 20) between now and January, we will be working to set those dates following our next Local meeting.

Respectfully submitted,

Jay Smith

Region 20 Negotiations