# Local 2101 Meeting Meeting Minutes

September 8, 2020

Via WebEx

**Welcome – Liz Pearson, President**

* Acknowledging the parents and caregivers for children who are starting school- it’s a lot of work to continue to do your work and monitor your children’s learning. We are here to support you! Be kind to each other and remember that we are all working under different circumstances now.
* Introduced the execs and panelists

**Approval of meeting minutes and agenda – via WebEx poll**

* Last Month’s [Meeting Minutes](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\August\20200811MAPEMinutes.docx) – Approved
* Meeting [Agenda](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\September\September20202101Agenda.docx) – Approved

**Lunch Donation – Liz Pearson**

* 152 members voted
* Women’s Advocates of MN, Little Earth Residents Association, and the Union Gospel Mission were the winners and each organization will receive a portion of the $500.
  + [Women’s Advocates of MN](https://www.wadvocates.org/) walks with victim/survivors and our community to break the cycle of violence. Women’s Advocates provides shelter and tools of radical hospitality, advocacy and collective action to work toward a community free from violence, where all are safe and can live productive and healthy lives.
  + [Little Earth Residents Association](https://littleearth.org/) provides entrepreneurship training, interpersonal connections, multi-level support, and education services to the American Indian community in South Minneapolis. Little Earth’s mission is to create highly rated educational and social programs, pre-school partnerships, elder services, neighborhood stability, health initiatives, and cultural programming that fosters a vibrant community.
  + [Union Gospel Mission Twin Cities](https://www.ugmtc.org/) is a Christian ministry founded in 1902 that is dedicated to serving people facing homelessness, poverty, or addiction in our community. The Mission helps people rebuild their lives by providing nutritious meals and safe shelter, as well as life-changing programs.
* We have a great list of organizations to choose from for donating in the upcoming months, and we welcome other suggestions! We encourage everyone to vote!

**MAPE Stewards – Liz Pearson on behalf of Chris Cachuela**

* We have two new stewards- hooray! Liz Pearson and Matthew Berg. Both completed new steward training on August 14
* We have three stewards leaving: Shawnet Healey is retiring. Marcia Bierschenk and Yvonne Cain have both have been promoted into management positions and are no longer in the MAPE bargaining unit, but we are excited to have allies in management! A great big CONGRATULATIONS and THANK YOU to Shawnet, Marcia, and Yvonne for all they have done to support MAPE!
* Stewards are MAPE members who learn our contract inside and out in order to help fellow MAPE members with contract-related issues. Stewards are people other members can trust with their questions, who can help file grievances, and who will support and advocate for them. It’s an important and fulfilling role!
* Action: Become a steward! The next new steward training is November 13. You can register on the MAPE website: <https://mape.org/events/basic-steward-training-11132020>
* Contact: If you are interested in becoming a steward or have any questions, contact Chief Steward Chris Cachuela ([chris.cachuela@state.mn.us](mailto:chris.cachuela@state.mn.us)) or any of the other stewards. The list of stewards and their contact information are included on the agendas for every meeting.

**September is Safety Preparedness Month! Safety Tips and Updates – Michelle Lakso**

* Michelle is the Emergency Manager at DHS. Sandea O’Bryant is the Safety Administrator at DHS.
* Together Michelle’s and Sandea’s work overlaps on workplace safety that includes giving demos for CPR and using defibrillators, and organizing evacuation drills. Now they are focusing on how to engage employees online around safety issues as they work from home.
* Michelle is also the pivot point between the [MN Emergency Operations Plan](https://dps.mn.gov/divisions/hsem/all-hazards-planning/Pages/meop.aspx) and DHS. The MN Emergency Operations Plan provides the basis for a coordinated state response to a major disaster or emergency, including a pandemic.
* The Central Office Safety Committee consists of Michelle, and representatives from MAPE, AFSCME, MNIT, and management. The Safety Committee is an OSHA requirement. The purpose of the committee is to share safety information such as injury statistics. Some injuries must be reported to OSHA. The Safety Committee considers what the root causes might be for injuries and comes up with ways to address them.
* What does it mean to be safe while working at home? Are you multitasking- like cooking while in a meeting- or doing activities that might be dangerous?
* A big safety concern, especially as we head into winter, used to be slips, trips, and falls. Safety Management would provide safety advice like “phones down, eyes up” and tips for how to walk on ice. What will this look like now working from home?
* What will returning to work look like? There is a [COVID19 section on InfoLink](https://dhs.intranet.mn.gov/covid19/index.jsp) that includes a process for returning to work right now. Employees must have permission to be in Central Office and complete a health screening. We want people to answer the health screening honestly and to stay safe. If employees are in the building they must be wearing masks. With these precautions there hasn’t been a reported positive case for a long time.
* Downtown looks and feels different now. A lot of people aren’t working in downtown. It’s quiet. If you are in downtown for work or otherwise, keep your safety in mind while walking between the buildings. The church next door to Andersen has also reported that the environment is very different. Be aware of your surroundings. Hopefully it will get back to the regular hustle and bustle next year. The regular daily population of Andersen right now is about 35 people. The usual amount is over 1000.
* The Safety Committee is opening up for more people to join if interested. The next Safety Committee meeting is November 5, and it will be open to anyone who wants to attend. At the meeting the Committee will provide more info about what the DHS Safety Department does and what they look at; for example, injury trends. MNSafe goals for state agencies.
* We are encouraging people to work safely whether they’re at home or in the office!
* Action: Attend the Safety Committee meeting on November 5. Watch DHS Today for an announcement about the meeting. MAPE will also send out the invitation.
* Contact: If you have questions, please reach out to Michelle ([michelle.lakso@state.mn.us](mailto:michelle.lakso@state.mn.us)), Sandea ([sandea.obryant@state.mn.us](mailto:sandea.obryant@state.mn.us)), or Liz, who is on the Safety Committee as a MAPE representative ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us)). The Safety Committee is happy to answer questions and present to your teams virtually.

**Political Contribution Refund Program and Elections Judges – Wendy Plager and Dylan Adams**

* Wendy is the DHS Inclusion and Engagement Director, but today she is talking about a great way to contribute to the super important elections in November: the [Political Contribution Refund Program (PCR)](https://www.revenue.state.mn.us/political-contribution-refund): the state will refund you up to $50 for an individual and $100 for a couple for donations to a state candidate or qualified political party (you cannot get refunded for any national elections). Just fill out the PCR application on the Dept of Revenue’s website (linked above). This is a great way to make voice heard in addition to voting! Just check to be sure the candidate or party qualifies to get the refund (if they want to be a part of PCR they must agree to abide by certain parameters in fundraising).
* Dylan is the Vice President of our local. Today he is talking about volunteering to be an election judge. Election judges are people who volunteer to work at polling places on Election Day. More information and how to sign up is on the [Secretary of State’s website](https://www.sos.state.mn.us/elections-voting/get-involved/become-an-election-judge/). Apply where you live and if it’s full they will move you where they need you.
* Dylan has done it for four years and is now the second in command of his precinct! This is a fun way to help make democracy work at a ground level in MN, and get to know your neighbors! During this time of COVID Minnesota is in need of judges so if you have the bandwidth, we highly recommend it.
* You are also allowed time off with pay to serve as election judge.
* Action: Make a contribution and get a refund through the PCR! Volunteer to be an elections judge!
* Contact: Feel free to reach out to Wendy ([wendy.plager@state.mn.us](mailto:wendy.plager@state.mn.us)) or Dylan Adams ([dylan.adams@state.mn.us](mailto:dylan.adams@state.mn.us)) if you have questions.

**Meet and Confer update – Sue Hall**

* On September 1, Meet and Confer met with the Commissioner and other members of the executive leadership team for two hours. This was the first Meet and Confer that the Commissioner has personally attended. Minutes from the meeting will be posted on the MAPE Meet and Confer webpage soon. Highlights from the meeting:
  + Meet and Confer cochair Whitney Terrill emphasized the importance of having the Commissioner at these meetings. It not just about meeting with MAPE- it’s also about employee engagement. Increased communication and transparency are particularly important during this time
  + Status of the Collaborative Safety Model- management said they will be getting us more info about that
  + Expected use and amounts available for tuition reimbursement, and status of student loan forgiveness programs
  + Pay equity provision in our contract- a group of attorneys had some success with this, want to keep monitoring and extending to other areas
  + DHS budget forecast and financial stability, especially with DCT- got more info about the privatization of these services
  + Telework and safe return to work
  + Process for vacation credits and sick time accrual for past service in similar private sector jobs- approval has been inconsistent and there have been long processing times
  + MAPE member and DCT employee Kevin Swibaker shared his experience receiving notice and expecting layoff and it was very powerful
* Meet and Confer is coordinating across DHS, holding recurring meetings with DHS regional directors, local presidents, and chief stewards, to make sure we can be responsive during this time, especially around outreach and actions for DCT. 15 DCT employees (8 MAPE members) have been laid off. Meet and Confer submitted a proposal to MAPE Board of Directors to reimagine what Associate Membership looks like amidst layoffs. Organizing Council currently owns this initiative. Brainstorming other actions.
* Continuing to advocate for accountability and transparency from DHS- normally Meet and Confer meets quarterly but intend to meet again sooner because of current economic situation
* Also supporting other locals’ efforts to get their commissioners to meet with them.
* Action: Let us know your questions, ideas, issues!
* Contact: Whitney ([w.terrill@mape.org](mailto:w.terrill@mape.org)), Sue Hall ([susan.hall@state.mn.us](mailto:susan.hall@state.mn.us)) or anyone on Meet and Confer or local leadership.

**Meet and Confer update continued – Debbie Prokopf, Organizing Business Agent**

* Prior to announcing budget cutting moves, the Commissioner didn’t engage w/ MAPE and Meet and Confer. At the Sept 1 meeting, Meet and Confer made clear the importance of engaging with MAPE in this process.
* The Commissioner said she really wanted MAPE’s collaboration in the next step which is privatizing our jobs. This is problematic- there are reasons why people need care from state employees and not private entities: the care is greater and cost of care is higher.
* We will keep you updated on these conversations.

**Special MAPE 101 recap – Liz Pearson**

* Last week we held a special MAPE 101 session about Article 17 of our contract that governs layoffs and what that process would look like. Thanks to those who attended and asked great questions. The presentation can be viewed [here.](file:///C:\Users\splunkett\AppData\Local\Microsoft\Windows\Member%20Resources\MAPE_101\Article%2017-Layoff%20and%20Recall.pptx)
* These are very trying times. Our lives look different. The pandemic and resulting economic situation are adding a lot of stress. As MAPE leaders we are trying to be as transparent as possible, and we are encouraging DHS leadership to be the same. When we find out something, we will let you know. We want to be here to support each other.

**Statewide Political Council and Political Action Committee update – Nicole Juan**

* Campaign season is going into high gear! People will receive ballots this month if voting by mail
* Check updated endorsement list on the [MAPE Political Action Committee (PAC) page](https://mape.org/committees/mape-pac)
* With the budget deficit and layoffs, it’s more important now than ever to get active and elect a labor-friendly legislature. Our jobs, our programs, the people who live and work in MN- all of our lives are on the line this year.
* We want a legislature that works with us when it comes to set the budget
* There are opportunities to phone/text bank and make contactless lit drops
* Local 2101 is setting up some sponsored phone banks- one for September and at least one for October. Check the [MAPE Local 2101 Facebook page](https://www.facebook.com/groups/mape2101/) for information!
* Phone banks are done via Zoom: you get to meet candidate, get your questions answered, and check in with others while making calls
* Action: Get involved! Vote; talk to members, friends, and family about the importance of voting; serve as an election judge; donate money and use the PCR, volunteer to help with Direct Voter Contact; participate in one (or all!) of the Local 2101 sponsored phone banks
* Contact: Nicole Juan ([njuan@mape.org](mailto:njuan@mape.org)). Please use your personal email. We cannot do campaign work over state computers or emails.

**Member Concerns and Other Announcements – Liz Pearson**

* MAPE Delegate Assembly is convening remotely for a half day the morning of September 19. Our local elected 9 people to represent us at DA, but we still have spots available for 9 alternates. You must be a member in order to participate.
  + Action: Be an alternate representative for Delegate Assembly!
  + Contact: Liz Pearson ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us))
* Right now our local is at 81% membership rate with 717 members. There are 163 people who could still be members. If you’re one of the 163- please join us and sign up to be a member!
* This month’s MAPE 101 will be a listening session for what we want to see in our 2021-2023 contract. Normally the conversation revolves around COLA and health care costs- it will likely be a very different conversation this time around. Join us for this important discussion!
  + Action: Participate in the contract listening session on Tuesday, September 22, 12:00-1:00 p.m. All MAPE members and nonmembers are welcome.
  + Contact: Contact Amelia Fink ([amelia.fink@state.mn.us](mailto:amelia.fink@state.mn.us)) for the meeting invite.

**Gift card winners!**

* August’s meeting: Michaelyn Bruer, Cassandra Cole, Elishia Garcia Sathre, Tyshia Riddley
* This month’s meeting: Earle Phillips, Sandea O’Bryant, Amy Alexander, Gayle Caruso

## Upcoming meetings

* Next Officers’ meeting: Thursday, September 24, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, October 13, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite! NOTE: This is the same day as Slice of Autumn.