**MAPE Region 19, Local 1901
Meeting Minutes for Friday, September 11, 2020**

1. **Call to Order…………………………………………………………………………………………………..Jessica Waldron**
2. **President’s Report………………………………………………………………………………………………….Bob Tarrant**
	* **Delegate assembly –** Please look at the resolutions on the MAPE websites and provide feedback to Jessica, Tyler, or myself on how to vote. We are representing you as members in the local, so your opinions matter. There are only nine of them. Thank you Tyler for being our alternate. Delegate assembly is September 19, 2020, so give us input by September 18, 2020 (Friday); the sooner the better.
	* **Demobilization:** We asked about the threshold for mobilized protections if there are more COVID-19 cases. They have been discussing demobilization of van rides and outdoor community outings. Ultimately there were no real answers on the threshold for mobilized protections. They stated that they will monitor weekly and provide updates.
	* **44 Lost Forensic Positions:** Due to budgetary cuts, Forensics eliminated 44 positions that were acquired during the BMS process. These positions were current vacancy within the program; including: a clinical director position, a therapist, etc.
	* **Telework Update:** Teleworking has changed as of September 14, 2020. Staff can only telework one day a week. In our labor meetings, we asked about teleworking on August 10, 2020, and were told that teleworking would not change until the end of December. Then Dr. Dugan sent an email to supervisors and then dispersed to employees without talking to labor. We brought our concerns to Dr. Dugan about the lack of communication about it and concerns around approval for childcare teleworking needs. We are still working through these issues, so let us know your concerns.
	* **Salary Savings:** For this option, you need to have vacation leave hours in the bank. You will need to contact your supervisor to use this leave, and can accrue vacation while using. As an FYI for those that have FMLA, make sure to monitor hours worked to continue to qualify for FMLA. With the COVID leave policy and using this option, you will need to be mindful of your working hours to ensure that you will continue to qualify for FMLA for the upcoming year.
3. **Vice President’s Report……………………………………………………………………………………Jessica Waldron**
	* **Performance Review:** We are in performance review time. If you feel that there are things in your review that you do not agree with, you can make an appeal or ask for changes to occur with 30 days of your review. If you are in this situation, contact our steward coordinator so he can assign a steward (Tyler Lyons).
	* **Labor Management Meetings:**
		1. Bob and myself have been attending these meetings weekly on Wednesday afternoons, and have been bringing up concerns from members during this time. So thank you for all of you that have reached out.
			1. **Mask Mandate:** FMHP was in the 95th percentile; MSOP around 100 percentile was the latest reporting. In MSOP, they are now requiring you to wear a procedural mask walking into all buildings to your work location. In Forensics, Carol reported that they will be starting looking at performance issues for those not complying with mask mandate. Unfortunately, the changes to the policy are not grievable. If you have any issues around the mask mandate, you should work with HR. Management at the DCT level is following the ADA and MDH guidelines around masking. A doctor’s note will not be accepted at this time. If you have an ADA certifiable disability, you may be able to ask for an accommodation. Additionally, you can also look into getting fit tested for a N-95 mask.
			2. **Overtime for MAPE in Forensics:** Carol stated a couple of weeks ago that they were reviewing the need for assistance with overtime. They indicated that wanted to see how the start of the school year went to determine if there would still be a need for assistance. So, as of right now, it is still available for MAPE staff, but may end in the upcoming month. We will send out communication when we hear more.
			3. **Screening Tent:** At yesterday’s labor management meeting, Carol announced that the screening tent would be moved indoors in the Pederson building until they are able to use the thermometers outdoors. This likely means through the fall and winter months, or based on need with COVID. This means that they will not have a heated tent. Make sure to plan accordingly.
			4. **Forensics Random Bag Check:** Carol announced a couple of weeks ago that they are going to reinstate random bag checks. She stated that they were not sure why they went away in the first place. She did indicated that it was an added security measure based on events that had occurred on campus in the last month or so.
			5. **Childcare/School Closing/Household exposures of COVID:** As we talked prior, at our campus (Forensics/MSOP), we are considered critical care workers (priority 1 &2) and thus do not qualify for COVID school care or care leave. We wanted to let you know that we continue to have conversations with management about concerns around schools and childcare closings and then direct exposure via household. This is discuss by all labor unions as a united front. We will continue to address these weekly.
4. **Treasurer’s Report……………………………………………………………………………………………….Lance Dlouhy**
	* **No Update**
5. **Secretary’s Report…………………………………………………………………………………………..Brianna Rossing**
	* **No Update**
6. **Membership Secretary’s Report…………………………………………………………………………….Matt Melvin**
	* **No Update**
7. **Communication Secretary’s Report……………………………….......………………………………....Tyler Lyons**
	* **No Update**
8. **MAPE Central………………………………………………………………………………………………………Dave Kamper**
	* Election: The election is in 2 months. Get your vote in by mail the sooner the better. We need to get pro-union people into office.
	* Election Judges: Encouraged people to look into being an election judge this year with the mail in ballots. The state will pay for election judge, and you do not have to be in the area that you live. Tyler Lyons, Stacy Rutt, and Beth Zabel indicated that they signed up.

1. **MAPE Statewide Secretary Report……………………………………………………………………….Lynn Butcher**
* Elections: Lynn indicated that she echoed what Dave stated.
	+ MAPE Endorsed Candidates: Instead of door knocking, they have been conducting phone calls from home (usually 8 people). Jack Considine is not running for office this year. Instead, Luke Frederick is running in his place. They are making phone calls for him on Tuesdays and Thursdays from 6-8pm. Send Lynn an email at lbutcher@mape.org if interested. If it is your first time, they will ask that you hop on a little early for some brief training.
* Supplemental Budget request: Every two years DHS and DCT ask for a supplemental budget. Unfortunately, this is the year that we ask for that money; however, it was voted down due to politics in the house and the senate with the governor.
* Legislative cuts: Forensics loss of the 44 positions were the positions that we worked with the BMS process to gain additional positions that had been eliminated in previous years to provide additional safety measures for the program. This was a monumental deficit for the next bi-annual year.
* Commissioner Update: Lynn indicated that she testified on behalf of labor on the commissioner’s plan of 70 million and her proposal to privatize DCT (including services to group homes, URTS, MSHS, and the former CBHH (mini forensics). The concern is that we already struggle to find providers to take our patients and they have difficulty filling their positions due to money. Instead she asked that we provide ideas to save money, yet the state will not disclosed the financials to labor. This means that we are not allowed to see where we would suggest cuts from. Instead the commissioner asked that we help them find private providers to take our jobs, which could lead to mass cuts.
* Cuts to commissioners: They have already let go of the Labor commissioner, and it is likely that they will let go of the DEED Commissioner to put pressure on Governor Waltz to play politics and pretend that there is no Global Pandemic.
* Taking Action: It is likely in the next couple weeks that you will be asked to take a stronger action, such as sharing your story of how cuts affect your work and your family to share will legislators, the governor, and the commissioner.
1. **Member Concerns/Questions**
	* Beth Zabel: Stated that she wanted to thank Lynn for her testimony, and for her summarizing the legislative perspective. She also indicated that she was an election judge for the primary and it was a hoot.
	* No additional comments or concerns were addressed.
2. **Next Meeting: Friday, October 9th, 2020 @ 12:00PM**
3. **Adjournment.**

**Local 1901 MAPE Officers/Stewards and Contact Information**

Bob Tarrant, President & Steward…………………..………………………………………….…..……..….…….…985-2748

Jessica Waldron, Vice President & Steward…………………….….……………………………...…………………985-2899

Lance Dlouhy, Treasurer ……………………………………………...……..…………...……….…………………...985-2224

Brianna Rossing, Secretary …………..………………………………………….……….……………………….…..985-2863

Matt Melvin, Membership Secretary…………………….…..………….……………………...................................985-2858

Tylor Lyons, Communication Secretary, Steward, Steward Coordinator…………………………...……………..985-2747

Christina Berry, Steward………………………………..………………………………………………………………985-2595

Lynn Butcher, Steward & Regional Negotiations Rep…………………………………………...…………………..985-2835

Lance Dlouhy, Steward…………………………………………………………………………………………..……..985-2224

Erin Gerold, Steward……………………….………………………………………………………………………..….985-2755

Erin Hageman, Steward……………………………………………………………………………..………………….985-2789

Corey Hoffman, Steward………………………………………………………………………………..………………985-2349

Jennifer Jenniges, Steward……………………………………………………………………………………..………985-2214

Margaret Ko, Steward…………………………………………………………………………………..……………….985-2449

Haleigh Korn, Steward…………………………………………………………………………………..………………985-2585

Stacy Rutt, Steward …………………………………………………………………………………...........................985-2902

Wanda Viento, Steward………………………………………………………………..………………………………..985-2763

Melanie Wurtzberger, Steward……………………………………………………………………..…………………..985-2686

Dave Kamper, MAPE Membership Engagement/Development/Organizing Business Agent………….. 651-287-8754; dkamper@mape.org

Kathy Fodness, MAPE Contract Administration, Advocacy/Representation Business Agent…651-287-8755; kfodness@mape.org

Forensic Meet and Confer Committee: Lynn Butcher, Beth Zabel, Jessica Waldron; Lance Dlouhy; Corey Hoffman; Danelle Jenkins

MSOP Meet and Confer Committee: This committee is nonexistent at this time. We eventually would like to get this group going again.

Labor Management Committee: Jessica Waldron; Lynn Butcher; Bob Tarrant, Tyler Lyons