**Local 301 Membership Meeting**

**Tuesday November 10th, 12 – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:04 pm by Vice President Snyder**

**Attendees: 64**

**Welcome/Announcements, Mark Snyder, Local Vice President**

* Mark announced that Brett Nagle (Local 301 President) and his wife had their baby on Nov. 7, 2020.
* Our lunch donation this month of $900 went to Woman's Advocates.

**MAPE Business Agent Update, Dave Kamper**

* Open enrollment for insurance is happening now until Nov. 18th. Even if you don't plan to make any changes, you should still log in and check to make sure everything looks OK. Save a copy, or print it off so you have a record of it.
* It is extremely difficult to make changes after enrollment ends.
* Dave thanked everyone for taking the MAPE COVID survey. Over 8,000 people took the survey and MAPE will have a full announcement of the results soon. The preliminary results show differences between agencies (e.g. MPCA, MNIT).
* The Meet and Confer Team had a meeting w/ the Commissioner's Office. Dave expressed how proud he is of the team and the work that they are doing.
* Dave recognized Anne Claflin who ran for office in 2018 and won. Unfortunately, this year she came up a few votes short. She accomplished amazing things and is an amazing leader, wonderful human being, and great legislator. Dave encouraged other folks to become involved if interested. Dave talked about how he was honored to be able to know her and to play a small role in helping her get to where she is.
* Anne thanked Dave and talked about how she is just an average MAPE member who ran for office. Everyone has the capacity to do something, and can contribute somehow.

**Board of Directors Update, Shanna Schmitt, Regional Director**

* The board has a meeting on Oct. 16th and discussed feedback from the Delegate Assembly (DA) survey that went out to delegates and alternates. Three resolutions were not completed during DA, so the board is working through those right now. Some of the items will be going to committees for further discussion.
* Shanna talked about anti-privatization work that is going on and how the board will review the Executive Director Contract. Policies will become final soon and will be available on the MAPE website.
* Revisions to some of the steward work was completed and those will also be published soon.
* Shanna discussed electronic bulletin boards. Melissa found out that the AGs office has an electronic bulletin board and they may be the only agency that has this. Board will explore possibilities that all regions could hopefully take advantage of.
* Shanna discussed the Executive Order from President Trump (came out on Sept. 22nd) regarding diversity and inclusion trainings. The board discussed the issue, but didn't vote on any statement to counteract it, but they will be discussing further in small groups. Other groups are also concerned. However, the order would likely take two years to trickle down, so we don't need to respond immediately, but we want to do something. Hopefully some things will be repealed by President Elect Biden.
* Keep a look out for new updated policies on MAPE website. Feel free to call/email Shanna with any questions or concerns.

**Membership Committee Update, Membership Secretary, Chuck Krueger**

* Chuck introduced himself as the Membership Secretary and talked about how hiring at the agencies has been pretty limited so the committee is focused on reaching out to members who the committee hasn't spoken with in several years.
* The committee presents at New Employee Orientation (NEO) sessions, but the trainings have been less frequent due to COVID. We will hold an orientation in December for new employees to cover MAPE information. This training is not a replacement for NEO 1 and 2. We will be setting a date soon, so keep your eyes out for a meeting date towards the end of November.
* The committee is looking for people from MPCA Municipal and Industrial Divisions. Get in touch with Chuck if you're interested in joining. Chuck asked if there were any new members at the meeting, or folks who are at a meeting for the first time.
* Emily Brault introduced herself as a new MAPE member. She just joined MAPE as a member. She expressed gratitude to Chuck for reminding her to join and become a member. Emily has been at the agency for a few years in EAO Division.

**Local 301 Stewards/Contract Update, Mark Snyder**

* Kristin Kirchoff-Franklin (Lead Steward/Contract Negotiator) and Claudia Hochstein (Contract Negotiator) are in a negotiations meeting today, so they won't be able to give an update. They will give an update next month. Mark reminded everyone who the Local 301 Stewards are. See [MAPE website](https://mape.org/locals/301) for more information. Mark is covering for Local President Brett Nagle for the next couple months. Reach out to Mark or a steward if you need help with anything.

**Treasurers Report, Anne Morris, Local Treasurer**

* Anne introduced herself as Local 301's new treasurer.
* November is an important meeting to talk about the budget. Our Local will approve the budget in December.
* Anne discussed our current budget. If you want to take a closer look at the budget spreadsheet ask Anne. Anne thanked Mark Snyder for his work as the previous Treasurer. The bulk of our budget was local meetings and due to COVID we have some remaining budget that will be carried over.
* Anne discussed how the organizations really appreciate the work that we've done and the charities that we've donated to. The Human Society and East Side Freedom Library sent nice thank you cards for our donation. Anne thanked everyone for being a member.
* In previous years, Local 301 passed a hat around to collect money and matched the $ to donate to an organization for the holidays. This year, we will choose an organization to donate from through virtual polling. The choices are Free Bikes for Kids, Domestic Abuse Project, and Angel Foundation (cancer).
* The proposal is to vote on an organization to donate to and Local 301 will match donations, up to $500.
* If the motion passes folks can send donations to @Rachel-Olmanson or @Shanna-Schmitt via Venmo by **Dec. 18th**. If you need alternative payment methods contact Anne Morris.
* Shanna Schmitt made a motion to move forward, and Barbara Monaco seconded the motion. Mark asked if there was any dissent. There was none.
* Mark talked about how we contributed to food shelves earlier this year. One of our conditions is that we can only donate $1,000 to any one organization each year. We donated $1,800 to Sheridan Story early this year.
* Local 301 passed the proposal and voted for the Domestic Abuse Project (28/38 votes).
* Anne discussed the 2021 Proposed Budget. We will have a large carryover of $13,450 from 2020. Our expenses are the same as in the past. We will decrease our local meeting budget with the assumption that we might be back to the office in the fall. The budget has an increase in membership awards/prices and an increase in our charitable donations ($11,000). We can only donate $900 to a single organization during the calendar year.
* Mark reminded folks that the job action activities budget is for strikes. We don't anticipate doing this, so it's kind of like a savings account.
* Anne talked about how the budget can be changed mid-year if the membership agrees to it.
* We will vote on the budget next month.

**MPCA Meet and Confer, Hannah Field, Chair**

* Hannah introduced herself as the Chair of the MPCA Meet and Confer Committee.
* The committee will be meeting with the MPCA Commissioners' Office to discuss gender-neutral facilities (including shower facilities), student loan reimbursements, phased retirement, improve the reallocation process/timeline, career advancement opportunities, improve transparency and consistency in management decision-making, clarify position classifications and add an ES5 position, center equity and EJ in our work.
* Commission Laura Bishop and the Commissioner's team were very excited about equity and EJ work. We will talk about it at our next meeting in January.
* We are working with the Commissioner's team to determine who needs to be involved in conversations and are collecting experiences and statements in the categories. It helps to add specific stories on the topics. We can keep submissions anonymous when we discuss issues. Email [mape\_pca@mape.org](mailto:mape_pca@mape.org) or Hannah, or any of the members on the team.
* Hannah is taking a leave of absence from the agency until Mid-March. Anne Morris will be taking Hannah's place as chair during the leave of absence.

**Elections Post-mortem, Vice President Snyder**

* Mark thanked those who served as election judges. A lot of folks volunteered this year. Thank you for your work.
* Anne Claflin talked about how it feels great to be back and to hear about all the work that everyone's doing. It’s so great that we're donating money to charity. A lot of MAPE folks helped with a lit drop and all across the state people were talking about how MAPE was stepping up to help with the election. People really noticed what MAPE was doing. Your work helped to get folks into the legislature. Anne is a little disappointed that she won't be back for next year, but so talked about how there are so many other ways for us to continue the good work that we do. MAPE got Anne into the race in the first place, specifically the Paid Parental Leave (PPL) work. Anne started off in the food committee and went from there. MAPE is where Anne learned how to organize and listen to the stories people were telling.
* It was a really strange election this year. It was very difficult to make connections with people due to the circumstances. Looking forward to work on things that really matter. Anne is really excited to come back and work on climate change at the MPCA and work on other things that we can start to push in our negotiations and start working on.
* Anne thanked everyone for their support.
* Mark talked about his experience volunteering this year. Thanked people for voting early and absentee. It really helped out on Election Day to keep people safe. Mark encouraged folks to be election judges. It's a great way to learn a lot about the process.

**Meeting adjourned at 1:00 pm by Vice President Snyder**

**Next meeting Dec. 8th at noon**