# Local 2101 Meeting Meeting Minutes

November 10, 2020

Via WebEx

**Welcome – Liz Pearson, President**

* Special welcome to Lyz Martin who is stepping in for our Organizing Business Agent Debbie Prokopf while she is on a leave of absence for the next month.
* Welcome to all the new folks! New to our meetings, new members- thank you for joining us, were happy to have you. If you want to become a member, sign up here: <https://mape.org/join-mape>
* Happy post Election Day! Thank you to all who made calls, door knocked, made donations, volunteered on campaigns, ran campaigns, and importantly, voted! A number of MAPE members ran for office in this election cycle and won- Amanda Darwin, who used to be a 2101 member (now a member of 201-Lafayette), won a seat on her City Council in North Branch. Congratulations, Amanda! Let’s now all move forward together and make this a country that is to be aspired to.
* Today is Carla Krueger’s last day at DHS- happy retirement, Carla!
* Action: Let us know if you know of someone retiring, or having any other life event, so we can give them the [corresponding MAPE gift](file:///X:\MAPE\Local_2101\Common\Member%20Resources\Good%20and%20Welfare\Good%20and%20Welfare%20policy%20-%20approved%202019.docx).
* Contact: Submit a Good and Welfare request using the Google form: <https://forms.gle/jTp2LEBvXb673Qdi8>. Reach out to our local treasurer Sylvia Kidder ([Sylvia.kidder@state.mn.us](mailto:Sylvia.kidder@state.mn.us)) or any of the other officers with questions.

**Lunch Donation – Liz Pearson**

* Thank you to all who voted and participated and for allowing us to keep giving in this way.
* ACLU-MN received the most votes, with close tie for second place, Casa de Esperanza and Safe Hands Animal Rescue. ACLU will receive $200, Casa de Esperanza and Safe Hands will each receive $150.
  + [ACLU (American Civil Liberties Union) of MN](https://www.aclu-mn.org/en) was founded in 1952 and continues to promote, protect, and extend the civil liberties and civil rights of people in Minnesota through litigation, lobbying, and community engagement. ACLU-MN’s vision for our state and country is one that fulfills the promise of the Minnesota and United States Constitutions to protect the civil rights and liberties of everyone.
  + Based in St. Paul, [Casa de Esperanza](https://casadeesperanza.org/)’s mission is to “mobilize Latinas and Latin@ communities to end domestic violence.” Founded in 1982 to provide emergency shelter for Latinas and other women and children experiencing domestic violence, the organization has grown to become the largest Latina organization in the country focused on domestic violence. Casa de Esperanza is also committed to becoming a greater resource to organizations and communities in the areas of sexual assault and trafficking.
  + [Safe Hands Animal Rescue](https://safehandsrescue.org/) is a non-profit foster based animal rescue organization based in the Minneapolis/St. Paul metropolitan area. Their mission is to save and improve the lives of companion animals. They take a holistic approach to helping shelters and the community.

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

* Last Month’s [Meeting Minutes](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\October\20201013MAPEMinutes.docx) – Approved
* Meeting [Agenda](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\November\November20202101Agenda.docx) – Approved

**MAPE Stewards – Chris Cachuela**

* All employees have a right to an exit interview. An employee can request an exit interview any time they leave a job- whether it’s for a new position in DHS or the state, or leaving state service.
* Exit interviews are conducted as an online survey and are completely anonymous. HR takes this anonymity very seriously.
* The current process for exit interviews is that the employee leaving has to request one from their supervisor. Chris is working with HR to see if we can change the process so that an employee can approach HR directly and not have to go through their supervisor. At this time the answer is still no, but Chris is still pressing.
* HR reviews and tracks the exit interviews. If they start to see a pattern with a certain supervisor they do try to act on it. Exit interviews provide strong evidence for finding and dealing with problematic supervisors- so please fill out exit interviews!!
* If you’re having trouble accessing the exit interview survey please let a steward know so we can help you. Contact information for stewards is on the agenda every month.

**Update from our Organizing Business Agent – Lyz Martin on behalf of Debbie Prokopf**

* Lyz is covering for Debbie while she is out on leave; Debbie will back next month. If you have a BA issue in Debbie’s absence, contact Lyz ([lmartin@mape.org](mailto:lmartin@mape.org)).
* Lyz has been part of MAPE staff for 2 years and is currently the BA for locals 101, 601, 701, and 1903. She has been a part of the labor movement for 15 years.
* Appreciates being invited to our meeting this month- fun to see how other locals run their meetings and to get some new ideas!

**Update from our Regional Director – Sarah Sinderbrand**

* The MAPE Board of Directors meet on October 16; the next meeting is this Friday.
* At the October meeting, the Board:
  + Debriefed Delegate Assembly.
  + Discussed anti-privatization work, particularly at DCT. Efforts and advocacy around this issue are being led by Meet and Confer.
  + Discussed the recent Presidential Exec Order about “combating race training,” concluding that this likely won’t be an issue for much longer.
* Gratitude for everyone who ran for office and who helped with elections!
* Action: If you have any issues that the Board should know about, please reach out to Sarah.
* Contact: Sarah Sinderbrand, Regional Director ([sarah.sinderbrand@state.mn.us](mailto:sarah.sinderbrand@state.mn.us)).

**Update from our Meet & Confer – Whitney Terrill**

* Sue Hall usually gives the Meet & Confer update but she is not available today so Whitney is here in her place.
* Meet & Confer is considering the question- How do we show up as powerful as possible with the position we’re in?
* Conserve jobs with anti-privatization as a key focus.
* Our fellow MAPE members and DHS employees in DCT (Direct Care and Treatment) are dealing with safety issues- long hours, without proper equipment. Our team helping with outreach on that.
* All DCT layoffs were rescinded! But we are still not in a safe zone- we still need people to show up and be vocal about valuing state workers and keeping our jobs.
* We need to continue to celebrate and support each other- find creative ways to stay connected.
* One way to do this is to participate in negotiations listening sessions! Our Negotiations Representative Christine Retkwa is leading sessions with 2101 members generally and with temporary unclassified workers specifically; Whitney is leading sessions with ERGs (Employee Resource Groups).
* Hoping to have and share the results from the MAPE teleworking survey at our next membership meeting in December.
* Meet & Confer is a team of MAPE employees who regularly meet with DHS leadership to talk about what is happening with our local, our agency, particularly focusing on the concerns of MAPE members. Whitney is the head of DHS Meet & Confer; Sue is a part of Meet & Confer. More information about DHS and other Meet & Confer teams is on the MAPE website: <https://mape.org/committees/meet-and-confer-committees>.
* Connecting with Sarah and the Board of Directors is good as well for broader statewide issues. There is a member comment period at every Board meeting and members are welcome to attend and give comments during this time. More information is on the MAPE website: <https://mape.org/committees/board-directors>.
* Whitney serves on the MAPE Executive Committee as a representative of all the statewide Meet & Confer teams. More information about the Executive Committee is on the MAPE website: <https://mape.org/committees/executive-committee>.
* Action: Let us know your questions, ideas, issues! Especially ahead of the next meeting with the Commissioner planned for early December.
* Contact: Sue ([susan.hall@state.mn.us](mailto:susan.hall@state.mn.us)) or Whitney ([wterrill@mape.org](mailto:wterrill@mape.org)).

**Update from our Negotiations Representative – Christine Retkwa**

* The Negotiations Committee is considering the question: Why does it matter that we support the services we provide?
* Listening session for our local is happening next Wednesday, November 18, 12-1pm, via Zoom. All are welcome and encouraged to attend. No one member or one leader can think of everything- we need to hear from everyone!
* Watch your email for an announcement with details and the Zoom link.
* We share our thoughts on social media- come share them with Christine and your fellow MAPE employees with regard to our contract!
* Action: Attend next Wednesday’s listening session or set up a one-on-one with Christine if you have ideas related to negotiations and our contract. Step up and speak up! Now is the time to be vocal- to MMB, the Governor’s Office, and the Legislature.
* Contact: Negotiations Rep Christine Retkwa ([christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us)).

**Budget Presentation for calendar year 2021 – Sylvia Kidder**

* Proposing [budget for calendar year 2021](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\November\MAPE%202101%20Proposed%202021%20Budget.xlsx)- still a lot of unknowns while in the midst of this pandemic!
* See budget for more dollar details and notes. Income-green, expenses-orange.
* An important perk for MAPE employees regarding our local’s Costco membership: Any MAPE-represented employee can use the local’s membership number if ordering from a delivery company like Instacart that requires a valid number. Contact any of the local officers for the Costco number.
* We welcome your ideas for social events and activities during this time of remote working!
* Membership dues main source of income. Dues are set by statewide MAPE, we cannot lower them. MAPE dues are lower than many other unions.
* Dues are $21/paycheck. $1.25 stays at our local. The rest goes to MAPE Central to run that organization and all the work done at the statewide level for our membership. Adds up to $546/year. That goes a long way for what we get as union employees- 2.0-2.5% wage increases every year, health benefits, etc.
* Membership has gone down b/c of covid and retirements- engaging with people while working remotely is challenging, but it’s never been more important than this time right now to keep our union membership strong.
* Becoming a member, being a leader is very needed now especially as we head into negotiations for our 2021-2023 contract.
* Matthew Berg is a very dedicated MAPE member- he was part of the audit committee and is a brand new steward. He will be filling in for Sylvia while she is out on parental leave- thank you, Matt!
* Action: Review budget and be ready to vote on budget next meeting!
* Contact: Sylvia Kidder ([sylvia.kidder@state.mn.us](mailto:sylvia.kidder@state.mn.us)) or Matt Berg ([matthew.berg@state.mn.us](mailto:matthew.berg@state.mn.us)).

**Update from our Statewide Organizing Council – David Logan-Kennedy on behalf of Lauren Siegel**

* David and Lauren are part of a group of temporary unclassified workers who are advocating at DHS and the state to ensure that temporary unclassified positions are being used properly.
* Shortly before quarantine, 300 people showed up at Department of Revenue to rally for temporary unclassified workers! Covid has taken the wind out of the sails of some of our work, but still keeping it afloat.
* Currently working on gathering stories from both temporary unclassified workers and others, via this Google form: <https://docs.google.com/forms/d/e/1FAIpQLSc24gijK3uaI4y_SIRFdei-DEuu35cvo1SoG0G-Q-cAvPntpg/viewform>
* Action: Submit your stories! Hoping to gather stories in the next couple of days.
* Contact: Lauren Siegel ([lsiegel@mape.org](mailto:lsiegel@mape.org)) or David Kennedy-Logan ([david.kennedy-logan@state.mn.us](mailto:david.kennedy-logan@state.mn.us)).

**Update from our Statewide Political Council – Nicole Juan**

* A big THANK YOU to everyone for their work this election season!
* Supplemental budget was passed, which was good and helped with current budget.
* At next month’s meeting we will have more of an update about what the upcoming legislative session and 2021-2023 budget will look like.

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

* We’re currently at 80% membership, which is great, but let’s keep working to increase our membership! Our Membership Secretary Alexis Stafford has been continuing to meet virtually with new hires, many of whom have become members.
  + Action: Reach out to Alexis if you have questions, ideas for recruitment, or are interested in becoming a member!
  + Contact: Membership Secretary Alexis Stafford ([alexis.stafford@state.mn.us](mailto:alexis.stafford@state.mn.us)).
* A member stated that they were glad we are keeping up our lunch funds charity donations- it’s an easy way for us to give back to our community
* The next MAPE 101 is currently scheduled for the Tuesday of the week of Thanksgiving- we might reschedule, we’ll keep you posted.
  + MAPE 101 is an opportunity to take a deeper dive into specific union- and DHS-related topics and to get your questions answered. Last month’s MAPE 101 was a contract negotiations listening session.
* Stay safe everyone. Wear a mask. Be good to each other. Have a good Thanksgiving if you’re celebrating!

**Gift card winners!**

* October’s meeting: Regina Acevedo, Hari Lamitarey, Larraine Pierce, Jill Tilbury
* This month’s meeting: Mark Skrivanek, Kim Johnson, Siham Hussein, Julie Angert

## Upcoming meetings

* Next Officers’ meeting: Thursday, November 19, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, December 8, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!