**Local 301 Membership Meeting**

**Tuesday December 8th, 2020, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:03 pm by Vice President Snyder**

**Attendees: 72**

**Welcome/Announcements, Mark Snyder, Acting Local President (Local Vice President)**

* Mark introduced himself as the acting Local 301 President. Brett Nagle is still out on paid parental leave.
* Local 301 is donating its average monthly lunch expense this month ($900) to the Animal Humane Society.

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

* Anne introduced herself as Local 301's treasurer.
* Anne talked about how she is grateful that our local was able to donate our lunch budget and we will continue to donate in 2021 to additional groups, like food shelves, etc.
* We have received almost $500 in member donations for the Domestic Abuse Project charity for our holiday giving. We are still accepting donations and our local can match up to $500. If you would like to donate more, you can venmo @Shanna-Schmitt by Dec. 18th. Shanna's last 4 digits of her phone # are 3513. If we do exceed our match of $500, we can increase it to up to $1,000, if we had a motion to approve.
* Mark Snyder made the motion to amend our charitable giving to match up to $1,000. Barbara Monaco seconded.
* Mark asked if anyone had questions or concerns, there were none. Motion was approved to up match to $1,000. Contact Anne if you need alternative payment methods.
* Every year we need to submit a budget to MAPE central. Anne talked about how we discussed the budget at our November local meeting. Anne has not received any questions in the last month.
* We have a significant carryover and we will have new income. Anne expressed gratitude for new members. Our expenses are the highest for local meetings for food. We decreased line item for 2020 due to virtual meetings. We slightly increased the member awards/prizes so we can come up with a plan for recognition. Our charitable donations increased for 2021 and our job action activities increased slightly.
* We can amend the budget even after we submit with minor changes.
* There were no questions on the budget. Mark made a motion to approve, Shanna seconded. Asked if there were any nays. There were none.

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

* The board had a meeting on Nov. 20. We reviewed and discussed a new tactical goals dashboard. David Hearth and Dave Kamper gave a presentation on COVID-19 leave and discussed the results of the COVID-19 Telework survey.
* There was an update on MMBs intent to redeploy 400-500 employees to MN Department of Health (MDH). Over 25,000 Minnesotan's still needed phone call for contract tracing. MAPE also held a Redeployment Webinar. If any of you end up being redeployed and hold a MAPE position, just contact MAPE central and let them know that you don't want to be reassigned to a new local.
* The board also reviewed election results for MAPE endorsed political candidates.
* $2,000 donation for scholarships to the Masters in Advocacy and Leadership (MAPL) program.
* $1,000 donation to East Side Freedom Library
* Endorsement of the Minneapolis Rent Control Coalition (early stages)
  + Avg. 1 BR $1500/mo
  + Avg. 2 BR $2300/mo
  + Median incomes in Minneapolis paying upwards of 80% of incomes in rent
  + Delegate Assembly has been scheduled for Sat. 18, 2021. It will be a full day.
* Early Retirement Incentive (ERI) MOU between unions and MMB. MMB will review/approve the Agency plan before it's offered to employees. The plan is $1,000 per year of service, up to $30,000. This will be paid into the employee's HSA. Need to have at least 5 years of service, and be employed in programs that are permanently eliminated/reduced OR in a position that could be left vacant for one year or more. You would need to retire on or before March 31, 2021.
* ERI MOU was approved by the Board of Directors on 11/30/20. Typically, an MOU would go to MAPE membership for a vote. The MOU does not affect all MAPE members, and there was not enough time to determine list of affected members before MOU was sent to Subcommittee on Employee Relations on Dec. 3, 2020.
* The MPCA's MAPE Meet and Confer Committee will advocate the MPCA's Commissioner's Office to offer the ERI to our workers. MAPE has an ERI webinar on Dec. 14, 2020.
* Dave Kamper (MAPE Business Agent) said that anyone who takes this would have to be eligible to start to collect retirement from MSRS.
* We don't know anything yet about any agency's plans (e.g. BWSR, MNIT). Every decision will be made by the appointing authority.
* Currently the webinar is full and Dave doesn’t know if the capacity for the webinar will be increased, it will be recorded and an FAQ will be put on the website.

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

* Chuck introduced himself as the Membership Secretary. Our membership lookback project is ongoing. We're trying to reach out to anyone who's become eligible in the last 3 years. We are having a New Employee Orientation session on Dec. 15th that will be MAPE focused. We will discuss unions, MAPE, and our local. It will be about 30 minutes with time for questions. It covers MNIT and BWSR too, not just MCPA. If you'd like to attend, reach out to Chuck and he'll send you an invite. It's the whole local.
* Steven Yang introduced himself as a new member. He is working on the Get the Lead Out project. He started in mid-September and is currently trying to shift education and outreach program to virtual format.

**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.
* Kristin and Claudia are in negotiations meeting today. They are still in the training and strategizing phase.
* Will start drafting proposals in January. Watch for bi-annual contract survey next week.
* Three listening sessions scheduled: 12/16, 12/17, and 12/22 from 12 pm to 1 pm.
* If you can't attend, send questions and concerns to [region3contract@gmail.com](mailto:region3contract@gmail.com). If you have been redeployed, please contact Kristin and Claudia, they want to discuss potential contract language.
* Bill Dunn (previous negotiator) talked about how the survey is very important and gives us key information for us to use in negotiations. As we go into the next few months, Bill felt very supported from people. Let's give our negotiators our thoughts and be there for them if they need help. It will be a challenging time.

**MAPE Business Agent Update, Dave Kamper**

* The state budget forecast from MMB has come out. MMB has a statutory obligation to produce a budget forecast. We will come in higher than expected for this biennium. All our budgets are done in 2 year cycles. There will be a large deficit over the next biennium (~1.2 to 1.3 billion), this is the low end of the range. Step increases cost the state 30-50 million dollars a year and the budget doesn't include other inflationary costs. The budget is not looking great for the next fiscal biennium. We are not likely to see revenue increases. However, we may get a federal stimulus. The early retirement incentive is a way for agencies to slash costs.
* The budget shortfall does assume that the $600 million surplus is not available. Budget does not look great, will impact our contract negotiations and the health of the agencies. BWSR is the most insulated from the budget ups and downs, largely true of MPCA. MNIT is funded by other agencies – other agencies will have significant budget shortfalls like MDH, DOC, etc. Don't know how all this will impact all agencies.
* MAPE will try to give more detailed budget information and updates to members this year. These are all estimates right now.
* Could federal stimulus package eliminate projected deficit? Yes, it could help, but it depends how it's earmarked. Dave mentioned that there is nothing preventing this, historically hasn't been done, but we are living in strange times and hopefully President Elect Biden will take this into consideration. Another option would be for the Federal Government to refinance state's debt at fed interest rates, rather than state interest rates. Will have to wait for Georgia senate race outcome.

**Employee Assistance Program Update, April Andrews**

* Employee Assistance Program (EAP) has 24/7/365 program access. The program is for employees and family members. The coverage extends 3 months past employment.
* See: [www.deeroakseap.com](http://www.deeroakseap.com) for more information. Username: stmn1, password: stmn1.
* The program offers short-term counseling – 6 free sessions/issue.
* Telephonic assessment – a counselor will ask questions and can provide a referral and help schedule an appointment. Some issues are not appropriate for short term counseling. Referrals may also be provided to local support groups, financial planners, etc.
* They also offer Alternative Modes of support (AWARE). This includes a free mindfulness-based stress reduction program, 6-sessions. They provide one-on-one support and resources. Coaching usually lasts 3-4 months, and the sessions are 45 min.
* They also offer free virtual group counseling (8 sessions). You are referred to a group based on assessment. These include 90 min. counselor led sessions.
* EAP also provides free legal services. You can receive free 30 min with an attorney.
* They also have free interactive online will preparation and free legally binding state-specific will living trust software. This is designed for typical assets such as house, car, savings, etc.
* They provide financial services as well, like identity theft/recovery (free).
* They can also provide support for daily living/convenience services, like apartment locators, pet obedience training, volunteer opportunities, tutors, transportation/travel assistance, pet sitters, moving relocating, event planning, etc.
* They can also provide assistance with child/elder care, including consultation and referrals (free).
* Email: [eap@deeraoks.com](mailto:eap@deeraoks.com) – 800-657-3719, 651-259-3840.
* Mark will email EAP presentation slides in the next couple days.

**Closing, Mark Snyder, Acting Local President (Local Vice President)**

* Brett Nagle and the baby are doing well. They are overwhelmed with gratitude for the PPL to spend time at home with her. Mark will continue to serve as acting president during this time.
* Anne announced that we met our $1,000 in member donations. We received $1,116 in member donations and we will match $1,000. Anne thanked everyone.

**Meeting adjourned at 12:54 pm by Vice President Snyder**

**Next meeting Dec. 12th at noon**