**Local 301 Membership Meeting**

**Tuesday February 9th, 2021, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:07 pm by Vice President Snyder**

**Attendees: 23**

**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, but he will be returning March 3rd.
* There appear to be issues with the meeting invite getting blocked for some member’s emails. The team will check with MNIT to find a way to resolve this.

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

* Anne introduced herself as Local 301's treasurer.
* We haven’t made donations with our lunch budget yet, but will be focusing more on food banks per the request of the Local. We can donate up to $1,000 to each location.
* For 2021, Anne proposed our monthly lunch donation goes to:
  + Jan 2021 – Every Meal (formerly known as The Sheridan Story)
  + Feb 2021 – Second Harvest Heartland
  + March 2021 – Volunteers Enlisted to Assist People (VEAP)
  + April 2021 –  The Open Door
  + May – North Point Health
  + June  - East Side Neighborhood Services (ESNS)
* Jeanne Giernet made the motion to approve Anne’s proposal of organizations to receive our monthly lunch donation. Claudia Hochstein and Kristin Kirchoff-Franklin both seconded.
* Mark asked if anyone had questions or concerns, there were none. Motion was approved.
* In March we need to do an audit for 2020 – Anne will need 3 volunteers that aren’t officers to support in this process. Contact Anne if you’re willing to participate. It should only take a couple hours at the most.

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

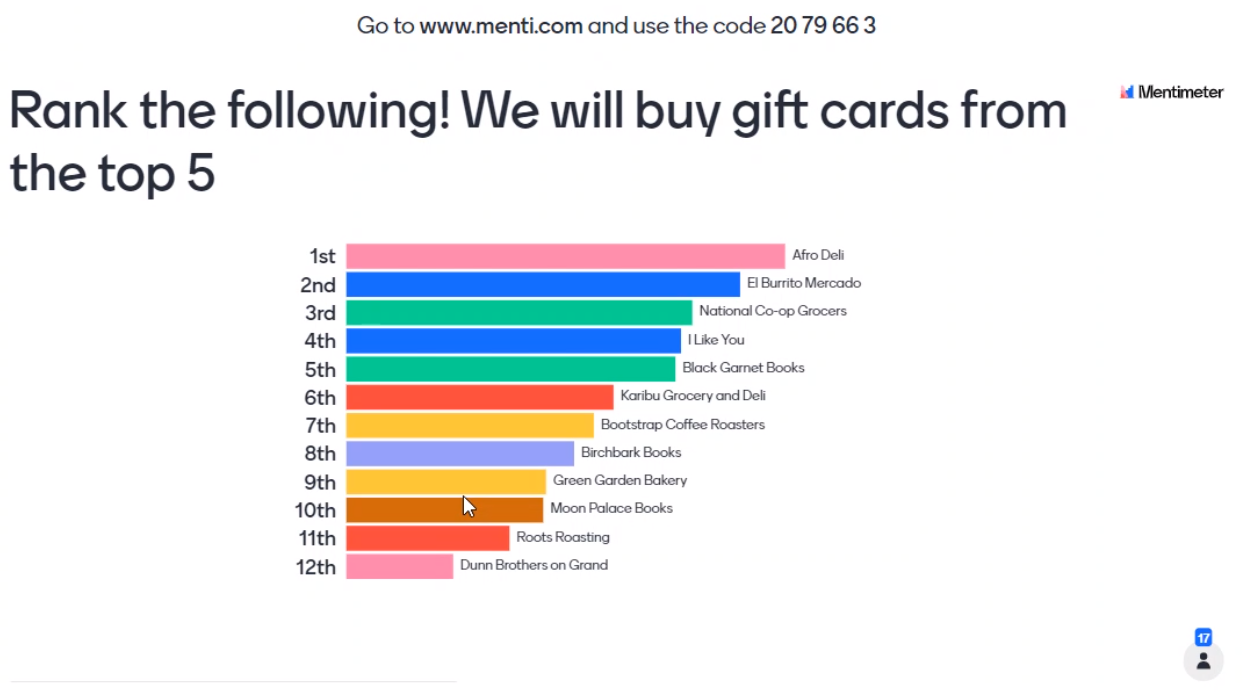
* Shanna introduced herself as the Regional Director.
* Shanna provided updates from the January 15th Board of Directors meeting:
  + MAPE has a circle project that you can join and sign up to through the MAPE portal.
    - Feb 10 & Feb 24 ; Mar 10 & 24
  + If you are redeployed, you will be assigned to a new local. If you’d like to stay with Local 301, please email Davia Curran at MAPE Central ([dcurran@mape.org](mailto:dcurran@mape.org)).
  + If you would like to participate in legislative actions, there are a few upcoming opportunities:
    - Attend Day on the Hill (DOTH)
      * No specifics yet on timing, but there is a discussion for a targeted DOGH for BWSR, MPCA, and DNR. Meet & Confer Team will communicate more details once they are confirmed.
    - Attend specific meetings or log into a virtual event
    - Share your stories and work successes
    - Become a Steward – you can sign up through MAPE portal and join upcoming trainings.
  + There are two new directors for Region 5 and Region 6, and there are two new trustees.
  + An apology statement from President Dayton was approved for the website – this was not discussed further, but Shanna offered to discuss with anyone that would like more information.
  + There is a lawsuit from Republican lawmakers suing MMB over the state contracts (including MAPE); however, it isn’t supported unilaterally by Republicans.
  + There is work underway for the new Tactical Goals Dashboard and on the new strategic plan.
  + Approved a $1000 donation to the Minneapolis Rent Control Coalition to help with technology and set up as they begin to develop their campaign.
  + The Organizing Council kicked off a statewide membership campaign, which aligns well with our Local’s membership engagement plan with the gift cards.
* The Region 3 Director position (Shanna’s position) is up for election this spring. If you are interested or would like to discuss it further, contact Shanna ([shanna.schmitt@state.mn.us](mailto:shanna.schmitt@state.mn.us) or 651-757-2697). Nominations opened on January 28th.
  + Statewide positions up for election are: SW VP, SW Secretary, SW Trustees (2), Political Council members (2), Organizing Council members (2)
  + Delegate Assembly is set for Saturday, Sept 18th – save the date and consider being a Delegate for Local 301 (we have 5, with the Local President as an automatic delegate, and then can have up to 5 alternates).
* If you want to participate in the process, you need to be a member by February 26th.

**Steward Update, Kristin Kirchoff-Franklin, Chief Steward/Contract Negotiator**

* Kristin introduced herself as the Chief Steward.
* MNIT also opted out of the early retirement incentive (ERI), like the MPCA.
* Kristin encouraged members to sign up to be a steward!
* Local 301 Stewards: Jen Crea (MNIT), Bill Dunn (MPCA), Jeannie Given (MPCA), Jen Jevnisek (MPCA), Mel Markert (MPCA), Barb Peichel (BWSR), Melissa Wenzel (MPCA), Dave Wischnack (MPCA)

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

* Chuck introduced himself as the Membership Secretary.
* Chuck reiterated the proposal introduced at the last member meeting that is intended to increase participation at monthly meetings and replace the birthday drawings.
  + **What**
    - Purchase $500 worth of gift cards, using the entire 2021 membership line item of the budget
    - For 5 months of 2021, give away $100 worth of gift cards each month ($25 increments)
      * Gift card drawings would replace the birthday drawings
      * Give away 4 gift cards each meeting, adding up to 20 winners total
    - If the proposal passes, consider proposing another 5 months and amend the budget
  + **Rules**
    - Must be present at the beginning of the meeting to win
    - Winners will be picked at random, and can only be picked 1 time/year
    - Random gift card will be sent to winners; team is willing to work with you if there are issues with random picks
  + **Nominations** (were unable to do bars because of limitations with alcohol)
    - **Restaurants & Bakeries**
      * El Burrito Mercado (Saint Paul)
      * Afro Deli (Minneapolis & Saint Paul)
      * Karibu Grocery and Deli (Saint Paul)
      * Green Garden Bakery (Minneapolis)
    - **Book Shops & Crafts**
      * Black Garnet Books (Minneapolis/Online)
      * Birchbark Books (Minneapolis/Online)
      * Moon Palace Books (Minneapolis/Online)
      * I Like You, I Like You Too (Minneapolis & Saint Paul/Online)
    - **Coffee**
      * Dunn Brothers on Grand (Saint Paul)
      * Roots Roasting (Saint Paul/Online)
      * Bootstrap Coffee Roasters (Saint Paul/Online)
    - **Co-ops**
      * National Co-op Grocers
  + Chuck launched the Mentimeter voting with attendees to vote for where the gift cards will be purchased. Attendees ranked all the selections based on preference (1 to 12).
    - 17 people voted, and the winners were:
      * Afro Deli
      * El Burrito Mercado
      * National Co-op Grocers
      * I Like You
      * Black Garnet Books



**Meet and Confer Update, Anne Morris, Temporary MPCA Meet and Confer Lead**

* Anne introduced herself as the temporary MPCA Meet and Confer lead
* There was a Meet and Confer meeting on Jan 19th with MPCA leadership for 1 hour
* Topics discussed included:
  + Gender neutral showers
    - Management said they are too expensive, so the team asked for quotes
  + Student loan reimbursement
    - Management said it is too expensive, so the team asked for budget details
  + Early retirement incentive
    - Management said that staff should use the Salary Savings Leave (more information on the Lorax on the page for Supervisors)
    - It is unclear on the requirements for this
  + Reallocation and career advancement
  + Telework
  + EJ and equity in our work and office
* Topic to be discussed next time is transit options and how to incentivize them
* Anne encouraged members to continue sharing information because MAPE member voices and perspectives are so important for these discussions with Management.

**Negotiations, Kristin Kirchoff-Franklin, Chief Steward/Contract Negotiator**

* A survey done in December – Dave Kamper and Kristin presented on the key findings from that survey. The presentation slides and a summary report are going to be sent to the Local for further review.
* Dave provided a full overview, including the following highlights:
  + Demographics – our Local is younger and more educated than other Locals
  + Our local is more satisfied than other locals with: Job security, Job safety, Professional development for advancement, Participation in decision making, Mentoring, Opportunities to perform quality work, Whether an employee’s opinion is valued
  + High priorities for our local are: Flex time, Severance at retirement, Paid leave, Opportunities for advancement and/or development
  + Large problems identified by our local are: No position for me to advance to, Jobs aren’t opening up because people stay in them a long time
* Kristin asked members to view the results and consider these questions:

1. What is one thing you learned from the survey results?
2. What could be added or changed to the contract issues?
3. “Pie in the sky” – What would you want if you could have anything?
   * If you’re willing to share your thoughts about the survey, contact Dave, Claudia, and/or Kristin.

* March Action will be a virtual meeting with the Governor to kick off our public contract campaign.
  + We are aiming for 500 total MAPErs and at least 30 from Region 3. Please plan to join if you can (it will be during the day)!
  + The team will share the date as soon as it is sent, and then there will be a link to a Google doc to sign up to attend.
  + During this call we will have specific requests for the Governor to support us.
* Kristin provided a negotiations update that the proposals are currently being written and reviewed as a team based on the survey results and listening sessions.
  + The opener with the State is scheduled for the beginning of April.
  + We will need people to join us (virtually), so keep an eye out for sharing your stories and support.
  + Let Kristin know if you’re willing to be a part of a Contract Action team.

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

* Help spread the word that we are still meeting and we are going to figure out the email blocking that is happening and preventing invites from getting to members.
* Mark will send out an email explaining the issues since the blocking only seems limited to invites.

**Meeting adjourned at 12:55 pm by Vice President Snyder**

**Next meeting March 9th at 12:00pm.**