# Local 2101 Meeting Meeting Minutes

March 9, 2021

Via WebEx

**Welcome – Liz Pearson, President**

* + Happy Women’s History Month! And International Women’s Day!
    - Women are still fighting for equal rights, but as part of a union we have power and avenues for making sure women have equal pay!
  + Happy Anniversary of Working From Home.
    - Moment of silence to remember those we have lost, and be in solidarity with each other and our shared grief.
    - We have also lost normality. It has been challenging to work from home and to navigate this situation with our kids, our spouses, our pets. Let’s be kind to each other.
  + If this is your first meeting with us- welcome! We especially want to acknowledge the folks joining us from Brown & Bigelow and the Golden Rule. Locals 1201 and 601 are in the process of being reassigned to this local (2101). Six-month transition started in November of 2020.
    - Welcome to the stewards joining us from Local 601- thank you for continuing in your steward role with 2101!

**Lunch Donation – Liz Pearson**

* Thank you to everyone who filled out the lunch donation voting survey. There were 365 responses. The Aliveness Project was the winner this month with 25 votes!
  + [The Aliveness Project](file:///C:\Users\pwvmv51\Desktop\The%20Aliveness%20Project) was founded over 30 years ago as a community center for and driven by people living with HIV. The Aliveness Project facilitates connection to community by offering nutrition and wellness services, and linking members to resources to lead fulfilling and healthy lives.

**Meeting agenda – via WebEx poll**

* Approved

**MAPE Stewards – Dylan Adams, Chief Steward**

* Connect with a steward if you are having any issues with management, with the contract, with accessing leave like FMLA, or any other related issues.
* Become a steward! Especially interested in BIPOC, LGBTQ+, and others of marginalized backgrounds. The next new steward training is on April 9.
* Being a steward involves listening, helping people understand what the contract says, giving advice. It’s a way to step up and help fellow members at our local- help them feel more comfortable or get the information that they need.
* If you have questions, or want to learn more or shadow a steward, please contact Dylan.
* Action: Become a steward! Attend the April 9 Basic Steward training. More info and registration for the training is here: <https://mape.org/events/basic-steward-training-apr-2021>.
* Contact: Dylan Adams ([dylan.adams@state.mn.us](mailto:dylan.adams@state.mn.us)) or any other steward or local officer.

**Update from our Negotiations Representative – Liz on behalf of Christine Retkwa**

* Christine wasn’t able to attend our meeting today because she was at a Negotiations Committee meeting!
* Christine helped draft the 40 or so proposals that the committee will consider including in initial proposal to MMB- working to narrow down to 20 of the most important and impactful.
* Opening meeting with MMB is scheduled for April 6.
* Proposals in progress are generally not shared ahead of time- we don’t want MMB to know ahead of time what we’re bringing to the table.
* Request for increase in salary, and keeping the costs of health care down- these items are always on the table, but specific percentage of salary increase isn’t shared
* To support contract negotiations- please plan to attend the summit with the Governor tomorrow, or participate in Day on the Hill next week, or both!
* MAPE has 21 regions- Christine is the rep for our region (which is all of 2101 and only 2101)
* Another way you can participate and make your voice heard is to become a member if you are not yet! The more members we have, the better our bargaining power will be. You also need to be a member in order to vote on our contract. You can sign up to be a member here: <https://mape.org/join-mape>.
* Action: Attend the Summit with Governor Walz! Participate in MAPE Day on the Hill on Monday, March 15! Register to attend through the [MAPE portal](https://portal.mape.org/login.aspx?ReturnUrl=%2fEvents.aspx%3futm_source%3dMinnesota%2bAssociation%2bof%2bProfessional%2bEmployees%2b%2528MAPE%2529%26utm_campaign%3df95bb10ab0-EMAIL_CAMPAIGN_2021_02_16_04_40%26utm_medium%3demail%26utm_term%3d0_ae22298d2e-f95bb10ab0-). If you have further ideas or thoughts about our contract, reach out to Christine. Stories are especially helpful!
* Contact: Negotiations Rep Christine Retkwa ([christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us)).

**Update from our Statewide Organizing Council – Lauren Siegel**

* Membership recruitment efforts:
  + Every single one of Local 2101’s officers and a few others showed up to Local 2101’s recruitment event the evening of February 1- we called and emailed people from our local and other locals, which is resulting in follow up 1-1’s.
  + Lunch hour recruitment events in the works- currently in the planning stages.
* NEO (New Employee Orientation) has been happening remotely on a roughly monthly basis- the second Thursday of the month. Lauren has been giving 30 minute presentations about MAPE at these NEO events
  + Anyone who wants to get involved more in the union and wants to help with presenting at NEO, contact Lauren! You could even co-present a time or two with Lauren before doing it on your own
  + They are fun! You get to meet new employees, and they are interested in learning about the union.
  + 30 minute commitment every couple of months- give a background on MAPE, union history, start building relationships, and then to ask new employees to join MAPE!
* Action: Get involved with member recruitment by helping out with NEO presentations!
* Contact: Lauren Siegel ([lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us))

**Update from our Political Organizing Council – Liz on behalf of Nicole Juan**

* Congratulations to Local 2101’s own Rebeca Sedarski, who has been appointed by Megan Dayton to fill a vacancy on Political Council, serving until the end of May!
* Shout out to MAPE members who are in ELI (Emerging Leaders Institute) this year! They will be graduating soon. Congrats, all!
* The Summit with the Governor is tomorrow! Info for the Zoom will go out today to everyone who has registered. This event is like when we went in person to the Intercontinental Riverfront Hotel a couple of years ago, to show our power in numbers support members who shared their stories. This will be similar but virtual. Please sign up if you haven’t yet- it’s not too late!
* MAPE Day on the Hill is next Monday! Sign up to participate! This is an important opportunity to meet with people who make decisions about how we get our budget for DHS.
* Action: Participate in the Summit with the Governor tomorrow! Participate in Day on the Hill on Monday, March 15! Register to attend through the [MAPE portal](https://portal.mape.org/login.aspx?ReturnUrl=%2fEvents.aspx%3futm_source%3dMinnesota%2bAssociation%2bof%2bProfessional%2bEmployees%2b%2528MAPE%2529%26utm_campaign%3df95bb10ab0-EMAIL_CAMPAIGN_2021_02_16_04_40%26utm_medium%3demail%26utm_term%3d0_ae22298d2e-f95bb10ab0-).
* Contact: Nicole Juan ([NJuan@mape.org](mailto:NJuan@mape.org))

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

* The Board of Directors last met on February 9, and the next meeting is March 19
* Attend the Summit w/ the Gov tomorrow!
* Participate in Day on the Hill on Monday, March 15!
* Participating in these actions is literally as easy as joining a Zoom call. And your participation is literally as important as our salaries, our benefits, our work environment!
* MAPE statewide membership is holding at 70%. The Governor’s negotiators know that number and it impacts negotiations for our contract. 70% isn’t terrible, but it isn’t great- it’s a C-. We need to work on increasing that percentage!
* Our local is at 81% membership, which is awesome but we can do better. We need to be intentional about bringing new members into the fold. Make sure your coworkers know about MAPE!
* Early retirement incentive recap: MNIT said no. DHS did not announce either way, which we can take as a passive/aggressive “no.”
* Sarah is not running again for our Board Rep- please consider running!
* Action: Participate in the Summit with the Governor tomorrow! Participate in Day on the Hill on Monday, March 15! Register to attend through the [MAPE portal](https://portal.mape.org/login.aspx?ReturnUrl=%2fEvents.aspx%3futm_source%3dMinnesota%2bAssociation%2bof%2bProfessional%2bEmployees%2b%2528MAPE%2529%26utm_campaign%3df95bb10ab0-EMAIL_CAMPAIGN_2021_02_16_04_40%26utm_medium%3demail%26utm_term%3d0_ae22298d2e-f95bb10ab0-). And 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)).

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

* MAPE First Friday is happening on Thursday this week- March 11, at 12:00 p.m. First “Friday” is targeted towards people who started working for DHS within the last year, or people who are new to Local 2101, like the folks from Brown & Bigelow and Golden Rule. But everyone is welcome! It’s an opportunity to meet people and learn more about MAPE and working at DHS. Contact Alexis Stafford ([alexis.stafford@state.mn.us](mailto:alexis.stafford@state.mn.us)) if you want the invite!
* MAPE 101 happens on the 4th Tuesday of each month- it’s an opportunity to take a deeper dive into specific union- and DHS-related topics with time to answer questions.
  + - This month, on Tuesday, March 23 at 12:00 p.m., Erin Leonard from MSRS (Minnesota State Retirement System) will be talking about investment options and our pension.
    - Contact Liz ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us)) for the WebEx invite. You can view dates and topics for the rest of the year in the [MAPE 101 folder](file:///X:\MAPE\Local_2101\Common\Member%20Resources\MAPE_101) in the MAPE shared (X:) drive
* Be a Delegate at this year’s Delegate Assembly on Saturday, September 18! It will be virtual again this year- there were some kinks last year but hopefully worked out for this year. Being a delegate has never been easier! You can delegate from your couch, your porch, with a tasty beverage. Our local sends 9 delegates and up to 9 alternates total, and Liz gets an automatic spot as President.
  + Action: Run to represent our local at Delegate Assembly on Saturday, September 18.
  + Contact: You can nominate yourself by emailing our Elections Committee person, Jennifer Walsh ([jennifer.walsh@state.mn.us](mailto:jennifer.walsh@state.mn.us)) or you can ask someone else to nominate you! Feel free to reach out to any of the local officers with questions.
* We are still looking for 1-2 people to step up and be a part of Meet and Confer.
  + Action: Apply to be a part of Meet and Confer!
  + Contact: To learn more about Meet and Confer, reach out to Whitney Terrill ([WTerrill@mape.org](mailto:WTerrill@mape.org)) or any of the local officers.
* Make sure you fill out the Telework Survey if you haven’t already! You should have received an email on February 23 with a link to the survey. Survey responses are due today! Please give feedback- 70% return rate so far, which is great. This will help Return to Work staff decide how best to do this.
* Sign up for [MDH’s vaccine connector](https://vaccineconnector.mn.gov/) to receive updates about your COVID vaccine eligibility and vaccine opportunities in your area.
* Register for this year’s Day on the Hill happening on Monday, March 15. We also encourage you to reach out to your legislators at any time to remind them of how hard you work- let them know that through this pandemic you’re still here, you’ve kept this state running. We’ve all gone above and beyond, keeping things together remotely!
  + Action: Participate in Day on the Hill on Monday, March 15, at 12:00 p.m.! Contact your legislators!
  + Contact: Register for Day on the Hill through the [MAPE portal](https://portal.mape.org/login.aspx?ReturnUrl=%2fEvents.aspx%3futm_source%3dMinnesota%2bAssociation%2bof%2bProfessional%2bEmployees%2b%2528MAPE%2529%26utm_campaign%3df95bb10ab0-EMAIL_CAMPAIGN_2021_02_16_04_40%26utm_medium%3demail%26utm_term%3d0_ae22298d2e-f95bb10ab0-). Find out who your legislators are on the [Secretary of State’s website](https://www.sos.state.mn.us/elections-voting/get-involved/contact-your-elected-representatives/). If you have questions, reach out to Nicole Juan ([NJuan@mape.org](mailto:NJuan@mape.org)) or any of the local officers.
* If you know if anyone who is not getting MAPE 2101 emails and should be, please let Liz know
* Local 2101 membership rate is 81%- can always be better! Dues are $21/pay period, which is not a lot compared to other unions, as Sarah Sinderbrand will attest ☺ Please join if you haven’t yet! <https://mape.org/join-mape>
* Vacation credit for previous employment:When submitting a request to HR for a vacation accrual adjustment, you must provide an official communication (letterhead) from your former employer that contains the following:
  + The nature of the work you performed at your previous employer, including your title and job description; your employment dates; and the date when you started accruing PTO.
  + Submit your documentation to Mary Buss [mary.e.buss@state.mn.us](mailto:mary.e.buss@state.mn.us) or [MNITHR.Services@state.mn.us](mailto:MNITHR.Services@state.mn.us) for MN-IT employees. If you have questions please reach out to an officer or steward!
* Follow MAPE 2101’s Facebook Page- <https://www.facebook.com/groups/mape2101/> and Yammer account- <https://www.yammer.com/state.mn.us/#/threads/inGroup?type=in_group&feedId=23932387328>
* Send [Good and Welfare](file:///X:\MAPE\Local_2101\Common\Member%20Resources\Good%20and%20Welfare) requests to [Matthew Berg](mailto:Matthew.Berg@state.mn.us) ([matthew.berg@state.mn.us](mailto:matthew.berg@state.mn.us)) or fill out and submit [the Good and Welfare requests form](https://goo.gl/forms/H9JBdOPjJD173ms52).
* Costco card- 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. If you would like to use the physical card, contact Liz.
* We will continue to donate lunch funds through at least June- make sure you’re filling out the voting survey!
* Alexis has MAPE swag, including shirts. Contact her ([alexis.stafford@state.mn.us](mailto:alexis.stafford@state.mn.us)) if you want something! Lanyards, button, t-shirts, etc.
* MAPE elections are approaching. Nominate yourself or someone you know!
  + Nominations close on March 29. Voting is May 13-27. You do not need experience to be a kick ass leader!
  + But you do need to be a member by February 26 to be a candidate. You also need to be a member to vote in elections. Sign up to be a member here: <https://mape.org/join-mape>.
  + Open positions:
    - Local: Regional Director (2 year term), Vice President (remainder of term, ~1.5 years), Delegate Assembly (multiple slots)
    - State: Vice President (2 year term), Secretary (2 year term), 2 Organizing Council positions (2 year term), 2 Trustee positions (4 year term)
    - Liz nominated Lauren for another term ☺
  + More information about the elections is available [here](file:///X:\MAPE\Local_2101\Common\Member%20Resources\2021%20Elections%20Info).
  + Action: Nominate yourself or someone you know for any of the local or statewide open positions!
  + Contact: Reach out to Dylan Adams (local VP) ([dylan.adams@state.mn.us](mailto:dylan.adams@state.mn.us)), Sarah Sinderbrand (Regional Director) ([sarah.sinderbrand@state.mn.us](mailto:sarah.sinderbrand@state.mn.us)), Lauren Siegel (Organizing Council) ([lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)) or any of the officers to find out more about the positions. If you want to nominate someone for a local position, contact Jennifer Walsh, our Local 2101 Elections Committee chair ([jennifer.walsh@state.mn.us](mailto:jennifer.walsh@state.mn.us)). If you want to nominate someone for a statewide position, contact the Statewide Elections Committee ([swelect@mape.org](mailto:swelect@mape.org)).
* Want the latest on political news out of the Minnesota Capitol and Washington? The [Minnesota Reformer](https://minnesotareformer.com/about/) is a great resource as an independent, nonprofit news source. You can sign up for a daily e-newsletter that includes important legislative updates.

**Gift card winners!**

* At our monthly meetings we draw four names for $20 gift cards
* February’s meeting: Sue Kvendru, Jill Sweiven, Ashley Warling-Spiegel, Ana Westervelt
* This month’s meeting: Christina Honsa, David Kennedy-Logan, Charity Mack, Jon Siess

## Upcoming meetings

* Next Officers’ meeting: Thursday, March 18, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, April 13, 2021, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!