# **Wednesday, May 5,** **2021 -** https://global.gotomeeting.com/join/658446069

Start time 12:05 PM End time 12:45 PM

***Meeting Summary***

Date, Time & Location: Wednesday, May 5, 2021 – https://global.gotomeeting.com/join/658446069

Next Meeting Date, Time & Location: Noon-1:00 p.m., Wednesday, **June 2**, 2021 online via Go to Meeting.

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| **Topic** | **Key Points Raised** | **Decision/Action** |
| Opening Remarks/President’s Report – Jason Bonnett |  | No action |
| Membership Report - Sharrilyn Helgertz, Membership Secretary | Jason read Sharrilyn’s report: Local 601’s membership percentage has been slowly but steadily declining from a peak of 70% shortly after the Janus decision to just under 65% as reported this week.  This is not too surprising, because recruiting efforts have been bare bones while we the committee members have been doing extra work for the COVID response.  It’s time to regroup and retool.  The Membership Committee wants to expand our activities.  Our immediate goals are to reach more new hires within the first 30 days, increase our follow-up, and use our Data to track our progress. We are looking for new members, so we can get more done, and we want to increase our diversity.  Currently, we are just 4 people – 3 from Health and 1 from Explore Minnesota Tourism.  If you want to help or know someone who would be great for the committee, please email Sharrilyn Helgertz.   Jason: if you or anyone interested in joining membership committee, t’s very important. One thing they did, meet for coffee. Since pandemic, we haven’t been able to do things. Will start gearing up again once we head back to office. If questions, send email to Jason or Sharrilyn.Contact Sharrilyn Helgertz (sharrilyn.helgertz@state.mn.us) with questions. | No action |
| Treasurer’s Report – Michael Zajicek | Jason included the March treasurer’s report in this month’s meeting notification email from MAPE central. Michael reviewed the March report. Note that the donation for the Teamsters was included in the March report. Contact Michael Zajicek (Michael.zajicek@state.mn.us) with questions. | No action |
| Organizing Council Update – Sarah Evans, Chair | Will give update after org council meets again. Will yield time for negotiationssevans@mape.org if anyone is interested in getting involved in Organizing Council initiatives! | No action |
| Director’s Report – Jason Broberg | Multiple emergency meetings - met 4-5 times since last local 601 meeting. Had regular meeting and three emergency meetings. They were in closed executive sessions, so will report on routine stuff and things he can. Big news in routine stuff, Delegate Assembly will be virtual this year. Other matters. Board of Directors approved change to non-managerial MAPE staff positions. Hopefully will timely BA position. MAPE has been pushing strongly on telework policy. We need that to reflect current policy. Have had some positive response from MMB but not enough. Elections this month – Trustees, VP and Political councilGetting close to end of session. Board of Directors said Senate has not revealed tax plan. Expect them to steer toward cuts. Early retirement incentive bill did not receive a hearing. Might be an omnibus bill. Pharmacy – making pharmacy benefits Board of Directors did approve of new work group with coalition. Looking for member involvement. Reach out to him with questions or interest. Approved 2 donations to coalition. Peace officers benefit - $5000. Also $3000 to Edible Boulevards Project – Minneapolis green zones project.Approve diversity and belonging subgroup for MAPE org – for staff experiences and interaction.Had several emergency meetings – April 29th – closed session.Yesterday had a meeting with 2.5 hour closed and 1.5 hours open session. At that meeting, the Board of Directors received legal advice from attorney. Because in closed session and received legal advice, can’t get into specifics. What was said in open session. Involving same subject matter, so cannot speak to some of it. Background: Whitney Tarrol – leader from DHS – meet and confer speaker. Voting member of Board of Directors, sits on committee. Elena Schoop – Regional Director from region 7. Maurice Wilson – local president BIPOC leaders in MAPE. Board of Directors in open session. Voted to communication between them and states communication team and state team related to innocence. and There’s a presumption of innocence. Need to respect that. Board named them at request of Director Schoop. Important to recognize that an investigation is not discipline. Have personally been an investigator long enough to know there are multiple sides. Most of the board thought it was our legal duty to find out what happened and investigate. Questions:* Jason (local president): Will there be any type of report. Is there something the board puts out where anyone interested can get more information? Is there a statement the board puts out regarding the investigation?
* Answer: Not aware of statement at this time. We are all just reeling about what happened in the meeting yesterday. What was stated in open session, the board keeps separate minutes as far as what goes on in closed session. We have attorney client confidentiality. I’m guessing there’ll be some type of statement. As a matter of good procedure, we’ll have to have some type of follow up. I’ll do everything I can to tell our local everything I can.
* Jason (local president): Is there a timeframe for the investigation to be complete by?
* Answer: There was an attempt to put a timeframe on but that was defeated. The board felt the timeframe would be arbitrary. Everyone’s hope is it proceeds as fast as possible.
* Jason (local president): Want as fair and complete as possible. Will wait to hear back from you on that.
* Question: Is the investigation being done by a third party?
* Answer: my sense is that it’ll be an outside investigator.

Anyone, please reach out the him and he will tell what he can.Contact Jason Broberg (jason.broberg@state.mn.us or jbroberg@mape.org) with questions. | No action  |
| Steward Update – Debra Hagel, Chief Steward | Introduce a couple stewards. We have many stewards, and you can find them on the MAPE website. We are all busily working with people. Busy with investigations and answering contract questions.* Training – basic steward Friday July 9th and October 8th
* If are a steward, advanced steward training – October 9th

Busy doing our thing and happy to help you. If you think, “can I do that?” Dave Camper always said, can always do things but is it contractual. Stewards can help with that.If anyone is interested in learning about or is the interested in inner workings of MAPE, go through basic steward training. It does not obligate you to be a steward, but it educates you about the process. It is virtual training. It’s lost time because it’s an all-day training. You are reimbursed for your time. Don’t be afraid to reach out.* Question: Do we have stewards at all of the 601 agencies?
* Answer: One agency that is not represented. Ombudsman does not. They have limited MAPE staff in general. There are but you do not need to contact someone at your agency

For the list of steward trainings go here: <https://mape.org/search?s=steward+training>* <https://mape.org/locals/601>

Contact Deb Hagel (debra.hagel@state.mn.us) with questions. | No action |
| Negotiations Report – Jason Bonnett | I included with the agenda; a written report that had been sent by MAPE as well as in the body of the email additional info he wanted to touch base with everyone on. As you can gather that these negotiations, we are surprised and taken aback by stance that MMB is taking. There are a Lot of takebacks. First of all, before I get into things… if people are interested in knowing what proposals are, there are links to MAPE website with our proposals and state’s proposals. Started negotiations last month. Did opening round where we and MMB passed opening proposals back and forth. Got together second time and responded to opening proposals. Not surprisingly, MMB said no to all proposals. That is typical. Don’t be surprised, that is typical. They say no and we begin to talk about things. At least right now, everyone has an opportunity to watch negotiation sessions. They may say no but it’s language they use but they might discuss. It’s a hard no. If interested in watching, highly recommend doing. It’sa slow, deliberative process. Not a lot for you as the person watching. Then all get together to talk. Go to respective caucus rooms to talk amongst teams. Slow process. Eventually, what will happen is we’ll move to mediation. The state called for mediation very early in the process. What that does is it cuts off public access. People then cannot join process. We are not there yet so we encourage people to process. There are times that we meet, where you can watch. You will be muted. If you have questions, we have a debrief session, so you have a chance to ask questions or give general thoughts on what you witnessed. Unlike previous years, you have ability to participate. Like when you don’t hear anything until you have a contract. Now, you can get an idea of how the process works. With the pandemic, this is not the typical process. Now, you have much greater access, so you’re not missing out. This is designed to be an in-person face-to-face process. We are showing up, doing the work, and making state of Minnesota a better place. We are moving to next round of negotiations May 10 and 11. We are going to make a big push. When we met last time, we talked about temp unclassified people. We are going to do a telework push sometime in May. Encourage everyone to sign the petition on telework. For those of you that should be aware. We put a telework policy in the opening proposal. We are not interested in putting any language in contract; they want to just keep as a policy. That allows them to keep all the flexibility and all the power. It doesn’t allow those that are affected by it to have input. We would like it in the contract so everyone knows what it is. Then if it’s in there, it can’t be changed, it has to be discussed and agreed upon by both sides. A policy takes a while to get out there. We would like some certainty.With that being said though, telework was the number 1 issue in the survey that the team has heard about. Everyone wants to continue to telework. I think it’s gone well and there are a lot of benefits. If you want that option to telework, then you need to sign the petition and you need to show up when we have this proposal. If we have the majority… unless MMB sees a huge number of supporters for telework, they aren’t going to budge. What we’re hoping to do, we think our opening proposal is the best one, we are willing to talk about it. MMB has to see that the membership is behind this. If you really want to telework, you need to sign petition and show up at the meeting. There will be plenty of advanced notice. Encourage everyone on this meeting to talk to everyone they know of. Once you fill the survey out, you will get info on the action. We need to get everyone to sign this. We want to see the majority of members there are 15000 of us. We need the majority. We can’t promise anything but unless MMB sees that there’s a huge number that want this, they will not even discuss this issue. At the very least, sign the petition. If for some reason you go there and it doesn’t work, contact Jason, Lyz or someone.In the chat, Lyz dropped note to petition. That is very important. We are not able to highlight every issue that we want to be able to do. We have to pick and choose the important ones. Last time we selected temp unclassified. Even though governor asked them to address this, MMB was not that interested in making changes to this. They basically said no to everyone. If we want to move forward, it’s important that everyone sign petition.* Question: Can a separate petition be done just for telework?
* Answer: this petition is just for telework.

The state did give us some counterproposals. We are looking at them. Just because they said no, doesn’t mean we’re done, and we have nothing else to talk about. We will do packages to put our proposals together.Until legislative session is done (typically June), we don’t talk about wages, because MMB won’t talk about it because it’ll become a political football. We’ll wait. Another thing is healthcare because it’s coalition bargaining. AFSME, MAPE, Nurses… MAPE…all negotiate with SEGIP. Whatever they’ve agreed on. Anything else comes back and we address at push week. Hopefully, we’ll start to see that we’ve come to agreements. It’s important to follow the process. But tends to come to a big crunch at the end. They may not want to negotiate something until push week. We may need to wait until they’re ready to talk about it. | No action |
| Business Agent Report – Lyz Martin | Voting on Statewide officer, political council will be taking place May 13 through 27. Statewide officers will be seated June 1st. If people are interested in looking more into it, they can find info here:<https://mape.org/resources/mape-documents/mape-internal-election-information> for further details on statewide races and voting info. Voting starts May 13th and goes until May 27th. New statewide officers will be seated June 1st, 2021. Jason: Statewide forums. Has statewide candidates for contested races last month. If you didn’t get a chance to attend to watch that, there are statewide forums for candidates. I believe those are recorded. Lyz will double-check if they are recorded or not. Lyz Martin confirmed these were not recorded. | No action |
| Adjourn | Next meeting is June 2nd – Jason will be in negotiations meeting that Delegate Assembly. VP Lisa will run meeting that day. We have push week middle of June so hopefully will know something by then. If we don’t have a budget (legislature hasn’t passed a budget) won’t know as far as wage and healthcare, may have to wait a while longer.Contact Jason with questions after meeting. Make sure to sign petition. If questions on petition, contact Jason, Lyz about concern. Let’s talk and get questions addressed.  | No action |

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| **President** – Jason BonnettEmail: jason.bonnett@state.mn.us | **Membership Secretary –** Sharrilyn HelgertzEmail: sharrilyn.helgertz@state.mn.us |
| **Vice-President –** Lisa SlaikeuEmail: lisa.slaikeu@state.mn.us | **Regional Director –** Jason BrobergEmail: jason.broberg@state.mn.us |
| **Secretary** – Rose NordinEmail: rose.nordin@minnstate.edu | **Chief Steward** **–** Debra HagelEmail: debra.hagel@state.mn.us |
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