**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*May 18, 2021*

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**Roll call of officers:**

Maurice Wilson, president – present

Deb Rose, vice president – present

Mike Schultz, secretary – present

Jeff Plaman, membership secretary – present

Michael Diedrich, treasurer, MDE meet and confer chair – present

Rhianon Sargent, region 10 chief steward – present

Jackie Blagsvedt, region 10 director – present

Dan Engelhart, MAPE business agent for Local 1002, was also present.

**Board of Directors Update**

You should have recently received an email to vote in this year’s MAPE elections. You are encouraged to participate in the voting process. A new board will transition into place in June based on the results of the election. Jackie’s term is two years. Her position will be up for election in 2022.

**Elections Update**

Let Maurice know if you did not receive the email to vote in the MAPE elections. Moi Boudoir was endorsed by Local 1002 for one of the open Political Council positions.

**Supplemental Bargaining**

Meet and confer is responsible for supplemental bargaining, which is the process of getting agency-specific provisions into the master MAPE contract. Currently the MAPE contract has no MDE-specific provisions, although we do have memoranda of agreement with the commissioner (e.g., One MDE Council, tele/flex work options). Meet and confer worked with the One MDE Council to develop proposed supplemental bargaining language. Meet and confer is pushing for an up to 100% teleworking option. The timeline is for an agreement to be in place between meet and confer and the commissioner by May 28. Responses from the commissioner have been positive, but no concrete engagement has occurred.

**Meet and Confer**

The meet and confer team meets regularly with the MDE executive team to discuss MDE as a workplace for MAPE members. The meet and confer team recently hosted listening sessions on hiring, retention, career growth, etc. Major themes from feedback received during these sessions include: MDE’s HR plays a major role, particularly as it relates to lack of transparency. Members desire more transparency to understand how processes work and decisions are made in regards to job advertising, salary negotiation, career pathways/advancement, bargaining unit placement and job classifications. The second theme is managers and supervisors. Feedback received is that managers and supervisors have a detrimental effect on staff, are unaware of the MAPE contract, threaten employees with reprisals, make subjective decisions, engage in favoritism and hand-pick replacements, and create a toxic environment when they feel threatened. The third theme is MDE leadership and the lack of professional development opportunities. The irony of the agency is that it’s a workplace where learning does not occur.

**Contract Negotiations Update**

The governor’s team requested joint mediation; the MAPE bargaining team turned down the request and the governor’s team sent the request unilaterally. Mediation will begin next week and will continue for the rest of bargaining, which means bargaining will no longer occur in the open in a public forum. AFSCME is also in mediation. There has not been much progress in negotiations. The governor’s team has turned down all MAPE proposals. No economic proposals (e.g., cost of living adjustments) have been presented; the focus is first on policy proposals.

The joint healthcare coalition sent 35 healthcare proposals to MMB SEGIP (State Employee Group Insurance Program). SEGIP sent 10 to the group. SEGIP has worked more collaboratively with the bargaining unions. The healthcare coalition has accepted some proposals, but has turned down the financial package, which would increase emergency room costs and premiums. SEGIP would also like to be able to make changes without first consulting with the joint healthcare coalition.

**MDE Alignment**

The MDE Alignment group is made up of representatives of MAPE, AFSCME, MMA and the MDE executive team. At the last meeting, the group discussed MDE’s budget and return to office survey results.

**Treasurer Update**

Local 1002 remains in good financial shape.

**Steward Update**

Remember that stewards are here to support you and advocate for you. Don’t think you’re on an island just because we are working in an online environment.

**Membership Update**

We have an active CAT that works to keep people informed about contract negotiations and the MAPE petition, which helps us show strength in bargaining. We are always looking for new CAT members. It will be important to get information out to members and get prepared to mobilize in the coming weeks as needed.

**Return to Office Work Group**

The workplace preferences survey was closed with a 93% response rate. The results were presented to MDE leadership. The committee proposed presenting the results at an all-staff meeting, but MDE leadership indicated it didn’t want to share the results until after decisions have been made. Thank you to those who shared qualitative feedback by email. The feedback was compiled and shared with MDE leadership.

The return to office work group has been relieved of its duties per an email from HR.

**Business Agent Update**

Contract bargaining is about power. MAPE presented 30 real proposals, including anti-racism language and an additional floating holiday to accommodate those who don’t celebrate Christian holidays. MMB’s proposals are union-busting. A petition is being circulated by MAPE to support our negotiations team. The petition is a public tool. The ultimate tool for dispute resolution is the right to strike. The goal of the mediator is to get a deal. Mediation includes “what if” proposals that are off the record. MAPE will continue to debrief members even though mediation is not public in real time. Push Week is scheduled for the week of June 14. To aid in contract negotiations, sign the petition. More actions may be requested in the future, including use of social media and story-sharing.

**Raffle Winners**

Becky Wochnick

LaDonna Mustin

**Next Meeting**

June 15, 2021

11:30-12:30

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*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*