

# Meeting Minutes

July 13, 2021 WebEx

## Welcome – Liz Pearson, President

* + Welcome to the MAPE employees who were previously assigned to the Brown and Bigelow building and are now assigned to the Andersen building. Most staff are still working remotely as the hybrid option will not be available until September. If people are encountering issues with supervisors regarding telecommuting, reach out to your stewards. At this time though, the option to telecommute still at the discretion of your supervisor or manager. MAPE is trying to get stronger language around teleworking in our next contract. If this is important to you, show up at our [rally on July 21](https://docs.google.com/forms/d/1z2FmrXjd8D6jsJuaFepC_sRnrV9FXAX2y6GAVmRRurs/viewform?edit_requested=true).
  + Welcome Gina Smith as new interim secretary for Local 2101. Gina is replacing Vanessa Vogl, who is stepping down as she has been elected Regional Director.
  + We had a change in our Organizing Business Agent – Welcome Caitlin Reid! Caitlin is part of MAPE’s Central Office staff and works with local 2101, 201 and Direct Care and Treatment. Caitlin is replacing Debbie Prokopf.
  + A reminder on behalf of Head Steward Dylan Adams, we are always in need stewards. If you are interested in becoming a steward please contact Dylan, Liz or any of the other MAPE stewards. All officers are listed at the end of the agenda. Bruce Anderson, Sandy Brace and Moua Song from Brown and Bigelow are officially a part of Andersen and included in the MAPE stewards list.

## Lunch Donation – Liz Pearson

We received 114 responses for the July lunch donation survey, and the winners are **Little Brothers Friends of the Elderly** and **Hmong American Partnership (HAP)**. We will split the $500 equally between the two organizations. Thank you everyone for taking the time to participate in our survey.

* + Little Brothers – Friends of the Elderly is a national network of non-profit volunteer-based organizations committed to relieving isolation and loneliness among the elderly. We offer to people of goodwill the opportunity to join the elderly in friendship and celebration of life. We are donating to the Twin City’s chapter. <https://www.littlebrothersmn.org/>
  + HAP is a nonprofit social service and community development organization that addresses the needs of more than 25,000 immigrants and refugees across the Twin Cities. We provide support through culturally sensitive programs in five key impact areas: Workforce Development, Economic and Community Development, Children and Family Services, Health and Wellness, and Social Enterprises. <https://hmong.org/>

## Meeting agenda – via WebEx poll

* Approved

## Contract Negotiations Updates - Christine Retkwa

* There has been a lot of activity with an additional negotiation day added on Friday. Two weeks ago MAPE President Megan Dayton met with Governor Walz to let him know there has been no progress on contract negotiations and MMB has not been collaborating with MAPE. The items Governor Walz had been telling us are important to him, have not been represented by MMB. After that conversation the Mediator said the State negotiating team wanted to meet with MAPE. MMB has agreed to drop 80 of their proposals if we would drop many of ours. We are currently left with 9 proposals from state and several high priority MAPE proposals around diversity, equity and inclusion, telework, holidays, deferred compensation, and temporary unclassified status. Governor Walz encouraged the MMB team to make more progress, so this is really good.
  + Currently proposals - U1, U3, U4, U5, U10, U25, U30 remain on the table. Please refer to the [MAPE website](https://mape.org/proposals) for more information.
* There are still some proposals MAPE continues to oppose that are still on the table, such as reducing the requirement of a 14 day notice for end of employment to 7 day notice. MMB has said while they have kept some of the major proposals from MAPE, they are only doing this because they were told to by the governor.
* MAPE is still pushing for telework language in the contract. We know many staff will not be working from home permanently and do not know how the return to work will play out since there are no official guidelines. The purpose of including this language in the contract is to create objective decision making and associating teleworking with position rather than on a case by case individual basis. This will give employees the freedom and flexibility to choose what works best for them. If we don’t have standards in the contract then we don’t know how telecommuting can be fairly enforced. Surveys about where employees would like work (office, hybrid, or telecommute) do not guarantee anything. If you do receive a survey asking for your preference that is expected, and a chance to communicate your preference, but we need this language in the contract.
  + Supervisors are also starting to work on annual reviews. With your performance review, be sure to document your productivity during telework over the past 15 months, this is another leverage tactic along with contract efforts.
* The State did not want words regarding equity and diversity in the contract. This includes so many aspects including ableism and ageism. Without this language being in our contract, how can we have certainty of objectivity?
* There has been improvement on Friday but we are not done. Contract negotiations impact Each and every one of us. If you care about pay raises, keeping the cost of healthcare low, and telework policy, must take action to ensure these happen. Contact the Governor Walz.
  + By the evening of Wednesday July 14th - Contact the Governor to let him know that how his team from MMB are treating hard-working State employees is not acceptable and he needs to step in. Use the [message template](https://mape.org/news/template-contacting-gov-walz) to write or call 651-201-3400.
  + Weds July 21 5pm – Rally for our contract! (near the Capitol, approximately an hour long) - We will be in the final days of contract negotiations and we need to stand together! Complete the [sign up sheet](https://docs.google.com/forms/d/1z2FmrXjd8D6jsJuaFepC_sRnrV9FXAX2y6GAVmRRurs/viewform?edit_requested=true). A team of 25 people on a negation committee is not as visible as hundreds of MAPE members contacting the governor and attending the rally.
    - Question: Rallies are not accessible for many folks. Are there virtual things we can do?
    - Response: If you can't make it to the rally, please contact the Governor’s office. You can also post things on your social media on the day of the rally and add a MAPE hashtag: #mapestrong, #mapecontract
* Cost of Living Adjustments (COLA) have not been determined yet. That is expected to be discussed during push week (July 19-23). If you are concerned about COLA, include that in your message to the governor and come to the rally.
  + Question: can we add a clause that state employees get paid during a shutdown to the contract?
  + Response: this is something that only the legislature can determine and is outside the scope of our contract.
* Healthcare is negotiated in coalition with other bargaining units and most of what happens in health care does not come to the main table for negotiations until push week (July 19-23). **The current healthcare proposals raise premiums 3.6% each year. But there are also proposals raising our share of the cost an additional 2% and lowering the agency's costs.  Worse, they are proposing putting a permanent cap on agency expenses, immediately raising premiums 2.5% for us, and increasing all out of pocket costs. The cap would mean dramatic increases in our healthcare over time, and take away our ability to bargain over it.**
* There will be a MAPE press conference held earlier on the day of rally (July 21). MAPE is currently working on speakers, which will include MAPE members and their experiences in teleworking and healthcare issues. This is currently being prepared with people in MAPE communications. Some of these speakers will also speak at rally.

## Update from our Statewide Political and Organizing Councils – Nicole Juan

* The state budget passed so there were no layoffs.
* The Senate continued meeting after July 1st to question and approve commissioner appointments.
* The Legislature will be back in September to decide where federal money is going to essential workers.
* Currently the Statewide Organizing Council has been focusing on negotiations. Once contract is done and goes to legislature which is where political council picks up. They recently had an election and will have full council starting next month. Soon the council will start prepping for the next legislative session.

## Member Concerns and Other Announcements – Liz Pearson

* Local 2101 membership rate is 79%, which lowered a bit after the addition of Brown and Bigelow employees. It is still great but can always be better! Please join if you haven’t yet: <https://mape.org/join-mape>. Dues are $21/paycheck. We need 19 people to join today so we can make it back to 80%.
* MAPE 101. Join us Tuesday July 27 from 12-1, via WebEx. MAPE 101 is an opportunity to take a deeper dive into specific topics with time to answer general questions. Contact Liz Pearson for the meeting invite. All represented MAPE employees are welcome! This month we plan to take a deep dive on the preliminary contract for 2021-2023. Members will vote on the new contract in August or September. Invite new coworkers to attend the MAPE 101!
* The Costco Card is still available for use. Contact Liz for the Costco number. If you would like to use the physical card, email Liz Pearson. She will meet you in a parking lot somewhere if necessary. We will also look at other options for people to access the card once people start retuning to the office.

## Gift card winners!

* At our monthly meetings we draw four member’s names for $20 gift cards
* This month’s meeting: Peter Lamm, Deb Maruska, Lisa Preece, and Anna MacIntyre

## Upcoming meetings

* Next Officers’ meeting: Thursday, July 15, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, August 10, 2021, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!