**Local 301 Membership Meeting**

**Tuesday July 13, 2021, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by President Nagle**

**Attendees: 103**

**Welcome/Announcements, Brett Nagle, Local 301 President**

* Brett introduced himself and discussed the contract negotiations process. MPCA has lost our Commissioner which is further demonstration of the tactics the senate majority are willing to employ. We have averted a shutdown, which is good news.
* Shanna Schmitt will be serving as the interim Local 301 Vice President. We have a vacancy since Mark Snyder is the new Regional Director.
* Local 301 had a picnic on June 27, 2021. There were about 40-50 people that came. This is something we will think about doing every year.
* Contract negotiations have not been going well. The benefits we enjoy are not given to us by the state. These are benefits that were fought for and won through this union over time. We are going to need all hands on deck as we come into this final phase of negotiations. We are going to ask folks to show up in person next week. We strongly encourage you all to attend the MAPE rally on Wednesday, July 21st at 5 pm at the capitol and please encourage others to attend. This is a great opportunity to demonstrate our ability to organize.

**Lunch Donations Update, Anne Morris, Local 301 Treasurer**

* Anne talked about how she is impressed that we have donated to multiple organizations across the state this past year. In July we donated to Coalition of Asian American Leaders (CAAL). Our August lunch budget has not been decided yet and we have some other good uses of the money that we'll be talking about soon. Anne talked about how she enjoyed the picnic and meeting everyone's families. Great opportunity and hopes we continue the tradition.

**Contract Negotiations, Kristin Kirchoff-Franklin and Claudia Hochstein, Contract Negotiators**

* Kristin discussed how they had negotiations last Friday, July 9th. MAPE President Dayton met with Walz on negotiations. As a result, another negotiations session was added for 7/9. Walz was surprised upon hearing that negotiations have not been going well.
* The negotiations session on July 9th started with MMB finally proposing to drop most of the egregious anti-union proposals, like the seniority-related items, and distance changes for meals. We countered MMB's proposal with the addition of keeping discussion open to extend the sunset dates of our existing contract letters (phased retirement, student loan reimbursement, etc.). Those are set to expire when the new contract is passed. The counter was accepted.
* MMB has 9 language proposals left. These nine range from making clerical changes to the contract to scheduling.
* We have 6 proposals left. We still have Telework, EDI, Temporary Unclassified, Deferred Comp Increase, VAC to Deferred Comp, Holidays (Juneteenth and an additional floater), and COLA (cost-of-living adjustment).
* Healthcare proposals by MMB, including the actuarial value proposal, would drive up employee healthcare costs and weaken our bargaining abilities.
* They are proposing to cap a percentage of all costs globally that they would cover, they would auto adjust, we would never be able to get over the ceiling. It would increase premiums by 2.5%, the amount we pay, and increase all of our out-of-pocket costs by $50-$100. Taking away our ability to control costs through bargaining. Not a good set of healthcare proposals by MMB.
* We had in-depth conversations with MMB about our Telework, EDI, and Temporary Unclassified proposals. They feel like they need more time to evaluate, and it's too early.
* MMB believes the work doesn't always get done when employees are teleworking.
* EDI: they want the EDI work to be done through the One MN Council.
* Telework: MAPE continues to advocate for continuation of telework into the future. We have successfully demonstrated during the pandemic that as professional employees, we can be trusted to get the important work done for the State. MMB doesn't want teleworking in contract language and believes the policy is good enough
* EDI is important to our values and to our future as a union. We see how policies are affecting employees and workplaces. We are experts because we live this every day.
* Temporary Unclassified: we have been working on this issue for four years now and our demands are clear to clarify the criteria for temporary unclassified status and better the conditions of those in that status. The Governor promised to work with us to solve the abuse.
* Push Week is July 19-23. Likely the final week of MAPE contract negotiations. Negotiating economic proposals, including healthcare and COLA, and remaining language proposals.
* MMB has been unwilling to discuss economic proposals until Push Week.
* We need to be strong at the bargaining table and that means we need your help. We need to be strong at the bargaining table.
* Claudia talked about the Rally for our Contract. We need you, your family, coworkers, and friends to show up to the rally on the MN Capitol steps on July 21, 2021 at 5 pm. Sign up here: <https://mape.og/news/rally-our-contract>. Get other 5 others to join you! It is so important for all of us to stand up together and demand what is right. The state has not accepted any of our proposals. We need to show a great amount of power. We need to show up to show that we care. MMB could adjust our health care costs without our input. Our ability to get Juneteenth as a holiday, or a cost of living increase depends on the power we show. Everyone needs to take this seriously. Right now we only have about 20 people signed up to go the rally.
* Claudia asked folks to sign-up right now for the rally. Now is an important time to prioritize this in your life. These is a spreadsheet for carpools/bike pools etc. and parking: <https://docs.google.com/spreadsheets/d/1MiEJTcxXDgwVCklXmUSk2xx0syChiOmLeuKKUQ5BEf8/edit#gid=0>.
* This is a very important time for us, we are fully playing defense. We need to put together offense and show our power. It is really important for us to show up. Please remember that being in a union is not just paying a fee, it's part of being in solidarity and a workplace that is somewhere we are proud to work.
* We will go to St. Paul Brewing after the rally.
* More information is available here: <https://mape.org/news/rally-our-contract>.
* We will have t-shirts at the rally and buttons.
* Feel free to contact Kristin or Claudia with any questions or concerns. More information on the bargaining process is here: <https://mape.org/bargaining>.
* Brett Nagle talked about how this is the best thing we can do to show that we can organize and show our solidarity. Our President Megan Dayton needs us all there to support MAPE.
* MAPE is also recommending that members contact governor. <https://mape.org/news/template-contacting-gov-walz>. If you are someone that had to do something that resulted in you being called a hero during COVID, state that in your letter.
* Some regions might be working on rallies in greater MN. Reach out to us if you have any questions. Claudia will have drop-in office hours during lunch. You can ask any questions to Claudia and Kristin. We are here to represent you. We will send some appointment invites out.
* For governor letter template: it doesn't matter if you use your state or personal contact info.
* Kristin: COLA – we have discussion on where to start with that. We are starting between 5 and 6, we have a meeting on Friday to talk about it. After Friday meeting we can talk about it more. We will send out an email this week that you can send to Acting Commissioner Tester and request anything he can do to support negotiations. BWSR and MNIT – can use the template for your commissioners as well.
* Bring your family and friends to the rally, the more the merrier. Thanks for everyone for being engaged.
* Brett talked about how we have the right to do these things, we meet during our lunch break, it's OK to care about your compensation and benefits.

**Steward update, Kristin Kirchoff-Franklin, Local 301 Chief Steward**

* Make sure you fill out your self-assessment for performance reviews. Make sure you include all the work you've done. It's your way to show all the good work you've been doing. Make sure you ask questions during your review, if there is something you don't agree with ask questions. Signing the review means that you acknowledge that it was presented to you, not that you agree or disagree with it. Always sign the review.
* If you don't agree with it, you have 30 days to file a written response in your file along with your review. You also have the ability to appeal a performance review, given to HR w/in 30 days.
* There should be no mention of FMLA or ADA in the performance review. Reach out to a steward if you have questions. Make sure your position description is up to date too. Supervisor can provide you your position description. Steward contact info is here: <https://mape.org/locals/301>.

**Board of Directors Update, Mark Snyder, Regional Director**

* The board met on June 18th. The morning portion of the meeting focused on orientation for new board members, covering responsibilities and introduction the different workgroups. Mark will be serving on the finance workgroup.
* The board approved a charter for the Coalition Building workgroup. The board approved an RFP for consulting services to update MAPES's strategic plan. The board approved a 15K allocation from the training budget to send the Statewide VP and Chief Stewards to the labor arbitration institute conference. The board approved forwarding a resolution to DA to establish procedures for resolving disputes of MAPES's governing documents and policies.
* Feedback is always welcome, contact Mark if you have questions at mark.snyde@state.mn.us. Reminder Mark is deaf, so calling won't work very well, email him, or send him a TEAMS chat.

**Meet and Confer, Hannah Field, MPCA Meet and Confer Chair**

* Hannah introduced herself. This information only applies to MPCA folks. BWSR has just formed a Meet and Confer Committee. Melissa King is the chair.
* Last Meet and Confer meeting was June 28th, notes are on MAPE website for you to review. <https://mape.org/news/mnit-meet-confer-minutes-3>
* During the meeting they talked about telework and equipment. There is a MPCA standard equipment package. Document available in Onbase. Myrna Halbach wanted to remind everyone not to store files on the C drive. If you have any questions or concerns about telework feel free to reach out. We did talk about supervisor discretion, it is an ongoing conversation. We also talked about reallocation at the last meeting. Will have another meeting in Sept. Sustainable transit policies, encourage sustainable transit going forward.
* PCA has a sustainable transit policy in effect. Staff are allowed to bicycle to work meetings/events as long as destination can be reached in 30 minutes. If ride is longer, you need supervisor approval.
* Parking lot costs, hoping to discuss more at the next meeting. Not going to change things immediately. Have to work w/ Allied Parking. Will keep you updated on how that progresses. Pay by the day was always what people wanted when we did sustainable transit polling.

**Membership Update and Drawing, Chuck Krueger, Local 301 Membership Secretary**

* Chuck introduced himself. Winners this month: Samantha Connolly, Summer Streets, Brett Carlson, and Melisa Peck. Win a $25 gift card to five different places. Vote to re-authorize through December. Brett Nagle made a motion to approve, Claudia seconded motion. Those in favor – aye. Those opposed- neigh, none. Motion passes.

**Closing, Brett Nagle, President**

* Meeting adjourned.

**Meeting adjourned at 1 pm by President Nagle**

**Next meeting August 10th at noon**