

# Meeting Minutes

September 14, 2021 WebEx

## Meeting agenda – via WebEx poll

* Approved

## Lunch Donation – Liz Pearson

* [People Incorporated](https://www.peopleincorporated.org/)
  + People Incorporated is a 501(c)3 tax-exempt status non-profit organization that serves people with mental illness in the Minneapolis and Saint Paul metro area. Founded in 1969, they operate more than 60 programs including children’s programs, crisis residences, programs to help the homeless, residential programs, treatment services, case management, and in-home health services. People Incorporated serves over 12,000 clients annually.
* [Indigenous Peoples Task Force](http://indigenouspeoplestf.org/)
  + The Indigenous Peoples Task Force strengthens the wellness of their community in a way that is based in indigenous values and ways of knowing. They were founded in 1987 to develop and implement culturally appropriate HIV education and direct services to the Native community in Minnesota. This includes providing housing and case management support to people living with HIV, HIV testing, participate in needle exchange programs, training youth to be peer educators in the Ikidowin Youth Theater Ensemble as a way to use theater and visual arts in their youth suicide prevention and teen pregnancy prevention programs, and connect people to the indigenous healing traditions that have been passed down through generations.

## Welcome – Liz Pearson, President

* COVID-19 Vaccination and Testing Requirements – These requirements only apply to people doing their job outside of their home. If you are working remotely, this requirement does not apply to you. We encourage you to go to the [DHS](file:///\\mn-dhs1.co.dhs\Home\H55\PWGAN29\MAPE\%09https:\dhs.intranet.mn.gov\covid19\vaccination-policy-faq\index.jsp) and [MAPE](file:///\\mn-dhs1.co.dhs\Home\H55\PWGAN29\MAPE\%09https:\mape.org\frequently-asked-questions-about-mmbs-vaccine-and-testing-requirements) FAQ. If you want to contact Human Resources, Human Resources Director Connie Jones is here at DHS.
* At the end of August, people who had a physical location in the office but are planning to work as hybrid or remotely full time had an opportunity to clear out their desks. We have heard that some people didn’t feel like they had the freedom to choose where to work. No one should tell you where to work. If working full time in the office works best, you should select that in the workplace survey. If you prefer working full time telecommuting or working a hybrid schedule, you should be able to select that. Your supervisor should not dictate your workplace location, the recovery director is responsible for that decision.
* There will be another workplace survey coming out in October. If you have been pressured to make a choice where you work, that isn’t what you wanted, reach out to Dylan Adams or another steward. Your health and safety should be most important. You are entitled to accommodations to do your work regardless of location.
* Caitlin will follow-up with the meet & confer team for MN-IT to see if they have any news on workplace locations for DHS MN-IT staff. MMB is pushing the return to the workplace back to January 2022. Things are very in flux due to delta variant. Andi Morris, the Chair of MNIT Meet and Confer, is available at [andrea.morris@state.mn.us](mailto:andrea.morris@state.mn.us) if anyone needs to reach out to her directly.

## MAPE Stewards – Dylan Adams

* We are always in need of more stewards. Stewards help to enforce the contract, represent MAPE members when they are investigated by HR, performance reviews, etc. Please consider joining and helping your fellow MAPE members. Reach out to Dylan with questions.

## Statewide Political and Organizing Councils – Nicole Juan and Lauren

* Nicole on Statewide Political Council: Currently working on approving legislative priorities for next session. Last Friday they had a meeting in Rochester at the RCTC. The political council meetings are going to be held in different areas of the state in order to meet with leaders in different regions across the state. This will help to build more political infrastructure and develop important relationships. As our contract comes up for a vote, it will be important for MAPE members to have strong relationships with our political leaders. We now have new Senate leadership: Majority Leader (Jeremy Miller of Winona) and Minority Leader (Melissa Lopez Franzen of Edina), so we are working on building those relationships. The next meeting will be held in St. Cloud in November.
* Lauren on Organizing Council: Working on developing tools to membership secretaries. We have launched a membership secretary collective that is meeting monthly, which is focusing on creating content for membership secretaries regarding responsibilities and recruitment. We are focusing on membership numbers and new ways to recruit members, especially since so many people are now working remotely. Also looking at launching a book club and trying to find other ways to naturally organize workers.
* Alexis on the Membership Secretary Collective – Membership secretary collective trainings have been amazing and is excited to help us to boost our membership. If people have ideas on how to recruit new members, contact Alexis with suggestions. Alexis is currently hosting MAPE First Fridays once a month to create a relaxed forum for new members to come together and have conversations about the union and our local. The meetings are geared to new members but anyone is welcome.

## Update from our Regional Director – Vanessa Vogl

* The Board of Directors is kicking off the process for developing a two-year strategic plan for MAPE. They have hired a consulting team to assist with this. The process is starting with an engagement effort with members and will be taking different approaches:
  + One on one conversations with MAPE members. Vanessa isn’t sure how the consulting team is approaching this piece but will be sure to communicate information when it’s available.
  + Member survey. Sometime during the week of September 23rd MAPE members will receive an email from Vanessa encouraging participation in a survey and would appreciate as many people as possible fill out the survey.
  + Small group conversations with the consulting team to develop the strategic plan for the next 2 years. MAPE will provide communication for input and feedback in the coming weeks.
  + If anyone has questions, feel free to contact Vanessa at any time.

## Contract Negotiations and [MAPE 2021-2023 Tentative Agreement](https://mape.org/news/tentative-agreement-next-steps-voting)

* Electronic ballots went out on September 8th. If you did not receive an email with your electronic ballot, reach out to Liz. Voting closes on Friday so you still have time to submit your vote.
* The ballot is electronic with a link personalized for you, to indicate yes or no. The email comes from the MAPE board of directors. Please check your junk mail folder in Outlook just in case you didn’t get it.

## Member Concerns and Other Announcements – Liz Pearson

* Local 2101 membership rate is almost 78%. Please join if you haven’t yet: <https://mape.org/join-mape>.
* **We are still looking for a Treasurer!** The Treasurer handles the funds we use for our local. We have not been spending lot of money lately, with the primary expense being our monthly lunch donation. It is still unknown as to how things will look like next year. We will discuss the future budget in November.
* MAPE 101. Join us Tuesday September 28 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 will discuss the history of unions by watching a video on organizing in the Iron Range and talk about the 20th anniversary of the MAPE strike in 2001.**
* Vacation credit for previous employment REMINDER: 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.
  + The date when you started accruing PTO. (DD214 for Veterans).
* If a person leaves DHS employment and retires after July 1st 2021, but before the Tentative Agreement goes into interim effect, they need to reach out to HR to get their back pay from the cost of living adjustment. HR won’t automatically do it for you if you are no longer employed. If you know people who are retiring, please share this information with them.
* Member Question: Have the updated compensation grids been posted online yet or will that wait until after the agreement is approved and effective?
  + Answer: We do not see the compensation grids are currently online, however there is the wage calculator to estimate your income at <https://mape.org/wage-calculator>
* Member Question: Can you clarify whether the vacation conversion to deferred comp was approved?
  + Answer: There was no vacation conversion to deferred comp in the tentative agreement. There will be an increase in the deferred comp match though. The match currently at $200 and will be increased to $250 with the new contract.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s meeting: Maria Olvera Talonia, Munna Yasiri, Deedee Lessinger, and Emily Talley.

## Upcoming meetings

* Next Officers’ meeting: Thursday, September 16, 2021, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, October 12, 2021, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!