**Local 2001 October Meeting Minutes**

October 5, 2021 @ Noon

Steven Speltz called the meeting to order at 12:05pm.

1. Standing Reports
   1. Secretary Report: Kay Pedretti asked for any corrections/additions to last September’s minutes. She also stated you can always find Local 2001 minutes at <https://mape.org/locals/2001>
   2. Chief Steward Report: (attached) Anthony reported Basic Steward training is coming up on October 8th. You can sign up on-line. He also shared when contract language doesn’t cover something in the workplace, look at historical practices at your organization or reach out to MAPE team members.
   3. Treasurer Report: (attached) Rick reported we will end the year in the positive. We should have an ending balance of more than $30,000. Rick explained the proposed budget for 2022 which was attached to the meeting invite. We expect to have $11,200 in dues coming in during 2022 and are planning to spend $11,200. Rick asked for questions. None asked. A ballot will go out to Local 2001 with this item and one other item in approximately a week. The “other” item will ask for funding for up to 3 trips to St. Paul to support our contract. We want to approve that ahead of time to remain more responsive to the needs of our members. We may not need any trips to St. Paul if all goes well, but we would like to be prepared. No questions/comments expressed at this meeting concerning either item up for vote. We will send out an email to get feedback prior to the vote. Reach out to Rick if you have questions.
   4. Membership Secretary Report: (attached) Nicole was unable to join us today. We are at just over 70% membership in our local.
   5. Regional Director Report: (attached) Angela reported that our Local delegates and alternates attended Delegate Assembly last month on September 18. Some of Local 2001 delegates after the assembly walked the strike line in Rochester for AT&T. Our contract did get voted in through our MAPE membership and was already heard at SER. A union book club is forming statewide. Zach from the organizing council is getting books out to those that have signed up. Strategic Planning is going on right now. Reach out to Steven or Angela if you have any input about local or statewide strategic planning.
   6. Organizing Business Agent Report: Pete suggested when you have questions on Vaccination/Testing policy to look at FAQ on MAPE website first. MAPE President Dayton has demanded of MMB to bargain over the Statewide Vaccination/Testing policy. We just heard that MMB has refused to bargain. MAPE is not sure of next step yet. The PERB was defunded so there is no staff to receive a complaint on this denial. If you have questions not being answered by the FAQ or local stewards, reach out to MAPE President, Megan Dayton. (More questions addressed below in the minutes)
   7. Negotiations Report—Cathy Finken reported the contract passed the SER last Friday. The committee voted 9-1 to accept our ratified contract. Senator Newman voted against the contract. In May of 2022 the contract goes before full legislature. This is the first bi-partisan vote of the SER since 2008. The Local 2001 Contract Action team will be pulled together again to meet with James Hagger. Backpay will be coming, backdated to July 1.

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1. 2022 Budget Proposal - Proposed Budget was attached to the meeting invite. Feel free to email questions/concerns to Rick. The vote for the budget out in about a week.
2. COVID testing policy Information and questions: Pete addressed the following questions

* Question: How is this unpaid leave (for not testing or submitting proof of vaccination) not discipline? It sounds like discipline to MAPE members. Answer: MMB says it’s not considered disciplinary, but a leave as a safety precaution.  Contractually, it would generally most closely fall under “Unpaid Administrative Leave” which is sometimes used when someone fails to get a license or a background check.  Because the testing is a requirement of working on site (assuming you haven’t attested that you’re vaccinated), then you’re placed on leave until you meet the requirements. You may also be disciplined, however, because of refusing to follow state policy.  There was a second question about progressive discipline. As I mentioned above, losing pay is not considered discipline under paid administrative leave, but rather a failure to meet the requirements to be at the site. But as an additional note, progressive discipline as a principle does not mean that one must get a verbal or written warning before any other discipline can occur.  Progressive discipline is part of just cause, tenets that show whether discipline is fair.  Some policy violations will mean higher level discipline off the bat.  But agencies will make that call relating to any cases of refusals.
* Question: What part of this Statewide Testing policy is grievable? Answer: MMB has a right to make policy. An Enforcement Business agent would need to address the specific circumstances of the member to determine if it was grievable.
* Question: Was the “held harmless” language removed from the Statewide Testing policy? Answer: Yes, it was removed prior to being implemented.

1. Political Council event in Rochester on September 10 - Report Out. John Ferrara was not available to report out.
2. MAPE Minute/MAPE Tip
   1. MAPE Minute - Check seniority rosters to make sure they’re correct, ask HR to remove letters of expectation after 6 months. These rosters are updated in May and November each year.
   2. MAPE Tip - Update your contact information in the MAPE portal. (instructions below)

Update your contact information in the Portal - [https://portal.mape.org/Login.aspx](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fportal.mape.org%2FLogin.aspx&data=04%7C01%7Ckpedretti%40winona.edu%7C1cc12ad3100a4360a9a908d989d9fc04%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637692391601301436%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=gkRp2mvGhq%2B0IYElPA9mwuyDS%2B6Zr1Q%2BbiQhx3U6aOs%3D&reserved=0)  
 Check “My Info” Section  
 Make any needed changes under “Make Changes”> Change my Info

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1. Comments/Questions – Member Time—no comments
2. Holiday meal—Traditionally Local 2001 has had a holiday meal in December. If you are interested in coordinating a holiday meal for your worksite, please reach out to an officer. We have the budget for it but need help at each worksite for this to take place
3. Feel free to always leave ideas in our digital Suggestion box [https://winona.az1.qualtrics.com/jfe/form/SV\_6lg5IBKF768W1sa](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwinona.az1.qualtrics.com%2Fjfe%2Fform%2FSV_6lg5IBKF768W1sa&data=04%7C01%7Ckpedretti%40winona.edu%7Cabde5f9b6f8d48706da708d9880756db%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637690387759531721%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=%2Fsc89Gs4bUEWO21%2B76K1qZ%2FLh5ROZICMXWASvAoZzqk%3D&reserved=0)

Meeting adjourned at 12:55pm.

Local 2001 Important Dates

October 21st 9:30am Coffee Break Conversation via ZOOM

October 8th - Basic Steward Training

November 2nd - Noon-Monthly Meeting Broadcast

November 5th - Strategic Planning Meeting - Leadership

November 16th 2:20pm Water Cooler Conversation via ZOOM

December 7th -Noon—Monthly Meeting Broadcast

**Officer Reports Below:**

**October Membership Secretary’s Report**

#### Local 2001 Percentages- As of September 21, 2021.

**Including Billable Members, our Local’s Membership is at 70.59%**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| . | **Local 2001 Percentages**   |  |  |  | | --- | --- | --- | | **Person Type** | **Record Count** | **Percentage** | | Billable Member | 10 | 2.03 % | | Member | 338 | 68.56 % | | Non-Member | 145 | 29.41 % | | . |
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**Upcoming Membership Meetings:**

10/13 – Membership Secretary Collective

October 2021 Chief Steward Report

Steward Tip: When things come up that are not covered by contract language consider how things have been done historically in your workplace and consider engaging with our MAPE central team members.

Thank you to members that recently participated in the MAPE Delegate Assembly on Saturday 9/18/21 and if you would like to learn more please visit the MAPE webpage.

The tentative MAPE contract was overwhelming approved by members so hopefully it will get approved by the legislature as we move forward.

Your opinions do matter so while MAPE is going through the strategic planning process for the next 3-5 years please remind MAPE members to take the time to complete the Strategic Planning survey and provide feedback on how MAPE is doing and what you would like to see in MAPE for the future.

Please try and say thank you to your local Stewards and Officers to let them know that appreciate all that they are doing to help support our members.

Sincerely,

Anthony Riesberg

Region 20 Chief Steward

**Region 20 Director’s Report**

**September 28, 2021**

 Region 20 Members:  I am sure I can speak for us all, maybe, in saying this has been a fast moving few weeks!  We came out of a busy union negotiations time, took a breath or two and then rolled into more busy times with our work with the state of Minnesota.  Lots happening as we are keeping active in the field and work sites, with the rolling out of those getting ready to return to work sites and for those who are still not quite back in the offices.  There are still many uncertainties that cand and do cause some angst in our work places and in life in general.  I encourage you to reach out to your fellow co-workers, colleagues and union buddies for ongoing support and understanding and hopefully compassion.  Let us be mindful that each of us are navigating all of this the best way that we can.   And if you need to reach out in other ways, remember that we are entitled to the benefit of the Employee Assistance Program as employees of the state of MN.

The month of September is typically not a month for having a Board of Director’s meeting since we invest much time and effort towards Delegate Assembly.  I am happy to report that there was not a meeting again this September. So, no specifics to mention from a BOD meeting, but definitely still much activity in September to report out on… so here we go.

Here I go, plagiarizing my own words from the last Regional Director’s report(as long as I let you know it is all good) I would like to reiterate that Region 20, as has been true of the last few years, will continue forth in growing our union and growing with our union.  The officers of your region and local will come together again to strategize and develop as we prepare to enter a new year.  The plan is to come together in November to join together, combining two meetings into one and spend time focused on how our region will continue to be active in statewide initiatives as well as how we can really focus on members in our region.  We continue our ask of you to add to this conversation.  What do you want in your union?  And, how can we make it happen?  There are several avenues to connect with us.  The additional coffee breaks, watercooler breaks and happy hour events will keep being added as we have need and want. Also, you have the opportunity to reach out to your local officers, chief steward, negotiations rep and myself if you have thoughts, suggestions, ideas and of course, concerns.  You have the anonymous option of drop box as well.  We have received feedback and suggestions in all of these forms and welcome them.  We have implemented some of the suggestions and will keep doing so as they make sense in our union work.  As I mention from time to time, if you are interested in having some more active roles or simply want to engage in an activity from time to time, there will always be a place or role for you.  MAPE is our union.  We have many leaders in our workplaces that may not be in official roles, but nonetheless, they/you are leaders.  If you would like to be part of this meeting let us know.  You are welcome!  WE will be meeting on November 5th.

Delegate Assembly has come and gone this last month.  As you are aware, Delegate Assembly is our highest governing body in MAPE.  You had elected your local’s delegates and alternates and they each did a fine job representing us on September 18th.  This event was a virtual event again this year to as to manage more responsibly during the ongoing pandemic.  Our region had decided to get together in person on our own devices and socially distance in IBEW’s union hall in Rochester.  We are grateful for the use of this space from our fellow brothers and sisters and we are grateful that we were able to be together in one room so as to caucus and help each other to understand at all points of the discussions.  Things can change and move quickly so it is nice to be in the room with a few that are instantly accessible if  you happen to miss something.  I think we set a record this year as we were done before 1pm!  I think we can all agree that this is due to the multiple opportunities that were provided to us leading up to this event.  Much gratitude goes out to the DA planning committee, staff and members that made this a successful event!  Looking forward to hearing from you if you are interested in learning more about DA and maybe you might even consider being involved in the future. There is much guidance, support and encouragement from your fellow members to get you up to speed and it gives you an opportunity to step into a very interesting and important activity with no experience necessary.  How often do we hear that?

We received very short notice on the evening of September 17th that there was a rally with Communication Workers of America(CWA) being organized for September 18th in Rochester.  A notice had been sent out to our local membership for those personal email contacts that we had since no one would most likely be checking work email on a Friday night or Saturday morning(good to work to rule and keep that personal time when you are not in work status).  And for those of you who are in work status on evenings and weekends, thank you. Below I have attached some links that you may wish to browse.  Since DA responsibilities ended several hours early a few of us did go join the rally.  Your local President Steven Speltz even chatted with the employer, the reason for the rallying.  Follow the links and learn more.  I encourage you to join into rallies when and if you have an opportunity as it reminds you of how empowered we can be.  We may not always get what we want but we will be heard and our voice is definitely worth listening too! It was great to be part of this and it has reinvigorated our want to be connected with other unions so look for more opportunities joining with other labor unions, especially right here in SE MN>  WE need each other!  So, I have just copied and am about to paste what Local 2001 President Steven Speltz had circulated to our membership.  Have a read.  There are also some photos attached.

Email:

Hello,

On Saturday 9 18 2021 members/leaders of local 2001 stood in solidarity with our union siblings of CWA   to protest AT&Ts plan to eliminate good union jobs in Rochester and across the state.

News story:

[https://www.kimt.com/content/news/People-protest-outside-Rochester-ATT-store-to-keep-it-a-unionized-retailer-575345421.html](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.kimt.com%2Fcontent%2Fnews%2FPeople-protest-outside-Rochester-ATT-store-to-keep-it-a-unionized-retailer-575345421.html&data=04%7C01%7Ckpedretti%40winona.edu%7Ca5daa22755db4055b41608d982df5862%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637684718065049945%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=OOJOVEs7Ve3eKa64v3RdOMxymJ%2Buwc3f5r89AEL20wQ%3D&reserved=0)

CWA locals Facebook page

[https://www.facebook.com/events/273140714404506](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.facebook.com%2Fevents%2F273140714404506&data=04%7C01%7Ckpedretti%40winona.edu%7Ca5daa22755db4055b41608d982df5862%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637684718065049945%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=S1p8hxeKiG7wLwS8U36Hvqgm997VrAC152qL8u8Tl6s%3D&reserved=0)

In solidarity,

Steven Speltz, President Local 2001

Angela Christle, Region 20 Director

Cathy Finken, Region 20 Negotiations Rep

A group of people holding signs

Description automatically generatedA picture containing text, sky, grass, outdoor

Description automatically generatedA person holding a sign

Description automatically generated with low confidenceA group of people walking on a sidewalk

Description automatically generated with medium confidenceA person sitting in front of a sign

Description automatically generated with medium confidenceA picture containing grass, outdoor, sky, person

Description automatically generatedA person playing video games

Description automatically generated with low confidenceA group of people holding a sign

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September 10th Local 2001 members spent time with MAPE’s statewide Political Council.  They had reached out to members of Districts 25 and 26 to join them for an in person/virtual event.  A few of us did meet with the council and it was very informative.  Our team also did a presentation about our region, who we are and what we do as a local.  And, wow, we are a active region!  We are looking forward to learning more about how to implement this initiative.   If you are interested in hearing more, learning more and possibly getting your feet wet a bit in that arena, please reach out to John Ferrara, from our local who serves as vice chair on the Council.  Also, we shall have someone speak to this at our local meeting on Tuesday, October 5th as well.

The Organizing Council is always trying to build membership and organize around important union work.  They are discussing a book read and review of:“How to Jump Start Your Union”  which is a book detailing the Chicago Teachers Union efforts.  Follow this link and learn more:

[https://www.labornotes.org/store/jump-start-your-union?back=https%3A%2F%2Fwww.google.com%2Fsearch%3Fclient%3Dsafari%26as\_qdr%3Dall%26as\_occt%3Dany%26safe%3Dactive%26as\_q%3DWhat+is+the+book+how+to+jumpstart+your+union+about%26channel%3Daplab%26source%3Da-app1%26hl%3Den](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.labornotes.org%2Fstore%2Fjump-start-your-union%3Fback%3Dhttps%253A%252F%252Fwww.google.com%252Fsearch%253Fclient%253Dsafari%2526as_qdr%253Dall%2526as_occt%253Dany%2526safe%253Dactive%2526as_q%253DWhat%2Bis%2Bthe%2Bbook%2Bhow%2Bto%2Bjumpstart%2Byour%2Bunion%2Babout%2526channel%253Daplab%2526source%253Da-app1%2526hl%253Den&data=04%7C01%7Ckpedretti%40winona.edu%7Ca5daa22755db4055b41608d982df5862%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637684718065059940%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=90E%2F5ABIrgmnPLuSFVN4ZEFA0axYz0QkXMkZ%2BsQDzd0%3D&reserved=0)

Several of you responded following the email invite that went out to join into this book club group.  I have submitted your names and look forward to our upcoming interactions.  If anyone else is still interested there may still be time to get you signed up and get a book.  Stay tuned for more information on getting started. Send an email my way if you have an interest and have not yest let me know.  [Angela.christle@state.mn.us](mailto:Angela.christle@state.mn.us)

Stay informed with MMB and your direct team of leadership at your work place so that you do not miss important news on vaccinations and testing and reporting.  There tends to still be some unknowns and questions circling around.  Please reach out to your local or state Meet and Confer teams to help address any issues or concerns as well.  Also, our stewards, chief steward and business agents are here to help.  Reach out so that you know what you need to know.  Also, keep looking at the update communications that come out from MAPE.  I know we are busy in our work and may not always read those messages, but remember, those emails are informative and communicate what we need to know when we don’t always get it all within our agencies.  As you are aware we have received more information and there are FAQ’s available to review.  We shall talk about this more at our local meeting so come with questions if you have them.

We voted yes for our contract.  Next step is having it pass through SER.  SER will be meeting to discuss contracts on Friday, Oct 1st at 1pm.

[https://www.leg.mn.gov/cal?d1=10/01/2021](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.leg.mn.gov%2Fcal%3Fd1%3D10%2F01%2F2021&data=04%7C01%7Ckpedretti%40winona.edu%7Ca5daa22755db4055b41608d982df5862%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637684718065069933%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=%2FcVAe8Hw%2FHhSjIKhAm7BT6LN3ssN2R0VIMpf5GRPii0%3D&reserved=0)

In Solidarity,

Angela Christle

Region 20 Director

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