MAPE Local 101 meeting 10-12-2021

Called to order 12:01pm

Dave welcome and intro

* New local members potentially joining as MDH office changes locations to West 7th

Dan and Dave report on SER committee vote and next steps towards contract implementation

* More detail on new local members: about 7 MDH staff have the option to join Local 101, meanwhile MAPE is considering
* SER vote on contract: passed 9-1; this is probably attributable to MAPE contract being tied to MLEA’s contract
* Contract is now in interim effect
* Retroactive pay to reflect COLA will arrive Dec 17
  + (Side note: retroactive pay is not the same as back pay, which is for wage theft etc.)
* Question: does retro pay apply to members on probation? Yes, anyone employed prior to July 1, including anyone pre-certification, is covered by the whole contract, except for access to arbitration

Dave announces open union positions and a call for nominations

* 101 vice president (replacing Harland)
* Region 1 Negotiations Representative (also replacing Harland)
* Special elections for one Statewide position (Secretary), two Regional Director positions (Region 4 and Region 12) and one VP position for Local 101 are now being conducted.
  + Nominations were opened on October 6, 2021 and will close on November 4, 2021.
  + Voting opens on December 6, 2021 and closes on December 16, 2021.
  + Please submit your nominations of our local VP to local101elections@gmail.com. Statewide and Regional nominations must be sent to MAPE CENTRAL ([swelect@mape.org](mailto:swelect@mape.org)).

Monica presents charitable giving recommendations update

* Darci moves to donate according to Monica’s list: Second Harvest, Salvation Army after school child care scholarships, Hope Chest, Metro State labor studies scholarship, East Side Freedom Library
* Alexis moves to amend Darci’s motion, removing SA from the list and donating $50 to the remaining four orgs
* Motion to amend carries
* Amended motion carries by acclamation

Dan reviews contract provisions on probation

* Full contract, except for full access to just cause, is available on day 1 of employment
* Grieving noncertification is not generally advised but has been done successfully
* Employees do not need to wait until certification to join MAPE, non-certification as retaliation fr union membership isn’t a concern
* MAPE doesn’t always receive dues until 2nd or 3rd pay period from new members
* Members already certified as state employees who change jobs have the right to go back to a previously certified position within 21 days

Jed M&C update

* One new DNR grievance
* Kathy Fodness has retired, Rich Ransom is our interim enforcement BA
* 3 September listening sessions with foresters, firefighters; widely attended; identified new leaders; will present to management about workload concerns and R&R days
* Several stewards retiring or near retirement; contact Jed or any other steward to learn about becoming a steward

Dan updates on COVID vaccine/test requirements

* 25 of 15,000 employees statewide have been put in non-pay status for noncompliance
* <https://www.mprnews.org/story/2021/10/06/most-state-workers-get-vaccinated-but-some-refuse>
* MAPE does not have a position on the mandate, but has requested to bargain around impacts
* FAQ available on mape.org

Adjourned 1:02pm