

# Meeting Minutes

January 11, 2022 Zoom

## Meeting agenda

* Approved

## Lunch Donation – Liz Pearson

* **Feed My Starving Children** – (<https://www.fmsc.org/>) Feed My Starving Children (FMSC) works with food distribution partners that stay with communities for the long haul, empowering them to move from relief to development. FMSC meals are developed by food science and nutrition professionals to supplement nutritional needs and reduce problems with malnutrition.
* **American Indian Cancer Foundation** – (<https://americanindiancancer.org/>) The American Indian Cancer Foundation (AICAF) is a national non-profit organization that was established to address the tremendous cancer inequities faced by Native communities. Mission: Eliminate the cancer burdens of Indigenous people through improved access to prevention, early detection, treatment, and survivor support.

## Welcome New Members – Alexis Stafford, Membership Secretary

* Welcome to our new MAPE members: Bee Vang, Catherine Engstrom, Chel Jones, Emmanuel Morris, Konde Hegngi, Darcie Thomsen, Carmen Davis, Sarah Severson, Angela Morris, Angelo Flowers, Brandon Foxworth, Stephanie Krieg, Elizabeth Borchert, Seth Kaempfer, Amanda Wilcox, Betsy Parrell and Marie Kessler.
* Join Alexis at one of our First Friday lunch time meetings. This is an informal meeting to connect with other new DHS employees.

## MAPE Stewards – Dylan Adams

* Basic steward training is January 28th
* Advanced steward training is February 25th

## Contract Planning and Negotiations – Christine Retkwa

* We are looking forward to seeing MAPE member’s thoughts from the recent surveys and listening sessions with consultants, as this will help to inform us on priorities for negotiations. We also plan to have more listening sessions in the future.
* Organizing and political councils have been discussing action week in March and will be holding a meeting on Jan 21st to discuss that process. We are hoping to get our contract passed sooner than later so we will not be used as political pawns.
* Some items in the contract such as the language differential won’t be implemented until the contract is approved by full legislature. We need to Influence our legislature and be vocal about this. Let Christine know what is important to you and should be in the contract.
  + Member question: Is there a document where we can see what parts of our contract are currently in effect?
  + Answer: Everything is in the contract is in effect except for the following provisions which specifically state they are not in effective until ratification by the legislature (only the bilingual differential is actually new in the contract):
    - Main Contract
      * Bilingual differential (note: this is still at agency discretion)
    - Letters/addenda to main contract
      * Statewide student loan reimbursement
      * Statewide incentives for recruitment, retention, and referral
      * Equity adjustments
    - DHS Supplemental
      * Central office and DCT Student Loan reimbursement
      * DCT incentives for recruitment, retention, and referral
  + Member question: Has there been any talk of additional benefits given the $7.7 billion dollar surplus?
  + Answer: Not at this time.
  + Member question: Is there any word on additional pay for workers on front line?
  + Answer: No. This is not a part of our MAPE contract.

## Meet and Confer – Liz Pearson on behalf of Whitney Terrill

* A new speaker, Maureen Dunaway, was appointed to Chair the state wide Meet and Confer committee.
* Whitney is still the chair for DHS Meet and Confer
* Meet and confer is a guaranteed meeting with Human Resources (HR), usually held on a quarterly basis. Representatives from bargaining units meet with HR and leadership to talk about items of concern from membership, in order to determine what HR and management is doing about it, and how the issues will be addressed.
* DHS’ meet and confer has not met with HR in the last quarter, due to changes in HR leadership. HR has been understaffed and undergone leadership changes but we will still do our best to bring concerns to HR. Please contract Whitney Terrill directly with any concerns: [Whitney.N.Terrill@state.mn.us](mailto:Whitney.N.Terrill@state.mn.us)

## Organizing Council – Lauren Siegel

* The December 17th membership recruitment day was a great success and had representation from 2101. MAPE volunteers called non-members to remind them of retro pay day, engaged in conversations about MAPE, and asked them to join us as members.
* We had great conversations with new employees and gained 85 new MAPE members and counting from that effort.
* We may have a follow-up membership recruitment event for non-members who indicated might be interested and would like to be followed up with. If you have interest in helping with a follow-up event, reach out to Lauren at: [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
* As we continue with remote work, we are looking to find ways to build up our database of MAPE members and find ways to keep in touch. This was a very exciting new membership recruitment strategy and we are hoping as can build upon and improve it in the future. We will be talking with president and membership secretaries for additional follow-up events sometime this winter.

## Update from our Regional Director – Vanessa Vogl

* We have hired several new staff. Todd Maki is the new director of operations and we have also hired an administrative assistant and three new business agents. Debbie Prokopf is still currently our organizing business agent and David Heath is our contract Business Agent. We are not sure if staff will be shuffling with the addition of the new hires.
* In place of our board meeting this month, the board of directors participated in the recruitment day event.
* We encourage MAPE members to attend our board meetings and to consider taking a leadership role with MAPE. If you want to connect with local officers to learn more about what we do, reach out. Our next board of directors meeting is scheduled for January 21st and will get back to reviewing the strategic plan gathering information from last year.
* Reminder, there is a time during the meetings for member comments to share anything with the board, usually around 11:30. Connect with Megan Dayton for meeting information if you would like to speak.
* Reach out to Vanessa if you would like more information on the Board, Board meetings, or the strategic plan! (Or to talk about Wordle) at [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)

## Member Concerns and Other Announcements – Liz Pearson

* Local 2101 budget for 2022 has passed
* MAPE Leadership Training Series takes place every other Monday, starting January 10th, at noon. Register on the [MAPE website](https://mape.org/trainings) if you are interested.
* Clarification on [State of Minnesota calendar](https://mn.gov/mmb/assets/currentyear_tcm1059-127030.pdf) which says “not all employees may be eligible for this holiday” for Juneteenth. This is because the MMA contract was still in negotiations when the calendars were produced. We still need contract ratified but believe we will still get that day off. Since Juneteenth falls on a Sunday, we would get Monday June 20th off for the holiday.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s meeting: Ryan Bentley, Lynn Glockner, William Du Chene, and Yvonne Cain.

## Upcoming meetings

* Next Officers’ meeting: Thursday, February 3, 2022, 12:00 – 1:00 p.m., via Teams. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, February 8, 2022, 12:00 – 1:00 p.m., via Zoom.