**Wednesday, February 2,** **2022 -** [https://www.gotomeet.me/MAPELocal601](https://www.gotomeet.me/MAPELocal601" \t "_blank) United States: [+1 (872) 240-3212](tel:+18722403212)  **Access Code:** 279-053-445

Start time 12:05 PM End time 12:50 PM

***Meeting Summary***

Date, Time & Location: Wednesday, February 2, 2022 – [[https://www.gotomeet.me/MAPELocal601](https://www.gotomeet.me/MAPELocal601" \t "_blank)](https://www.gotomeet.me/MAPELocal601)

Next Meeting Date, Time & Location: Noon-1:00 p.m., Wednesday, **March 2, 2022**, online via Go to Meeting.

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| **Topic** | **Key Points Raised** | **Decision/Action** |
| Opening Remarks/ Jason Bonnett | Welcome  Happy Groundhog Day - [Punxsutawney Phil](https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&ved=2ahUKEwj0v7iZkeL1AhUul4kEHdeXCS8QvOMEKAB6BAgEEAE&url=https%3A%2F%2Fwww.cnn.com%2F2022%2F02%2F02%2Fus%2Fgroundhog-day-punxsutawney-phil-trnd%2Findex.html&usg=AOvVaw2oPBb-Pwfw-p7NWgL7JVrr) saw his shadow so we’re going to have six more weeks of winter. It’s also 2/2/2022. | No action |
| Treasurer’s Report - Michael Zajicek, Treasurer | Michael went over September, October, November and December 2021 budgets that were sent with this month’s agendas.   * Sharrilyn had a question about a membership-related expense but was going to reach out to Michael directly on to talk about it. * Question: since we are not spending much, what happens to overage? * Answer: it goes into reserve that is built up. If it ever come to strike, we might to choose to use it. Or if it comes to lean times, we could use it for that. The overage is just for our local also.   Jason Bonnett – if you have any worthwhile opportunities that could help membership, let us know. We have the local officers and regional officers, we try to get together to talk about ideas. So, if you have any ideas to help the membership, let us know. We could put it on agenda for a future meeting. We encourage people to do that.  If questions, send emails to Jason or Michael.  Contact Michael Zajicek ([michael.zajicek@state.mn.us](mailto:michael.zajicek@state.mn.us)) with questions. | No action |
| Membership Report - Sharrilyn Helgertz, Membership Secretary | The membership committee has been busy, and I have good news to report. Membership percentage is up to 64%! Credit the recent retro pay day event for uptick. Plus, membership committee has been meeting with new hires and there has been success with that. This Keeps on improving our percentage. We are coming up with Innovative things.  One innovative idea is recognizing “MAPE-iversary.” Recognizing milestones/anniversaries within MAPE. We want to let people know we appreciate and support them. This effort is being headed up by Cat Gangi. She will take over role for MAPE-iversary program.  I also want to give Anna Arkin shout out. Anna agreed to help with a big project: A newsletter for local 601. The newsletter will be sent out every 2 months as a way to keep members up to speed on what is happening. We will use it for calls to action and an educational tool. Not everybody gets the depth of education as leaders. This newsletter lets everyone know how our union is part of the union movement as a whole both locally or nationally. If you have content, reach out to Sharrilyn or Anna. If you have a success to share, an opportunity to get volunteers involved, or some other need, you can use the newsletter to advertise.  Anna and Cat are appreciated so much for stepping up for these huge tasks. They are talented women and they said “yes” to these monumental jobs in addition to the things they’re already doing.  I need one more person for the Membership Committee. Someone to follow-up with people we’ve met with or help get the one-on-one’s off my plate, so I can do the follow-up. Or someone to do other work for the team. If you are interested, let Sharrilyn know.  Jason – fabulous news. The Membership Committee does a lot of hard work and deserves a lot of praise. With more members, we have more power, and more ability to negotiate contracts especially when looking at the legislature for this legislative session - they look at totals.  Sharrilyn: Also, I want to thank Jenn Baarson, Siobhain Rivera, and our newest member, Mary Heim.  Contact Sharrilyn Helgertz ([sharrilyn.helgertz@state.mn.us](mailto:sharrilyn.helgertz@state.mn.us)) with questions. | No action |
| MAPE Lobby Week - Jason Bonnett | Everyone should have gotten a MAPE Lobby week pdf with the MAPE agenda that included links – Jason checked the links and they worked in his copy. You should be able to clink on these links, and you need to do this. Our contract is in interim effect. The Subcommittee on Employee Relations (SER) voted to approve and send our contract to the full legislature. So, our contract needs to be approved from the full legislature before May 23rd. We need to get people to talk to legislators to approve our contract. This is how we do that. We don’t want to get into too many details. If you have questions, you can contact Jason or MAPE central. You won’t be doing the talking alone, and there’s a set time to meet. In the attachment, it shows that certain districts meet on certain day. You will go in as group. One person will be the leader and you will get training. The legislators are, for the most part, interested in hearing what we have to say. They don’t necessarily agree, but they are respectful. It takes 15-20, maybe 30 minutes to talk to them - it depends on how busy they are. I urge everyone to sign up. If you have questions, go to the MAPE central website and check it out.  Per Lyz: If you're interested in participating in Lobby week please head over to <http://mape.org> for details and sign up  If questions let Jason or Lyz know.  Contact Jason Bonnett ([jason.bonnett@state.mn.us](mailto:jason.bonnett@state.mn.us)) with questions. | No action |
| Recap of Mental Health Discussion from January Meeting – Lisa Slaikeu | Back a few months. We had an idea about mental health. In leadership, we started talking about mental health and found it was a big issue to tackle. We came to the realization, that the issue was well beyond 601, because it affects all of 601 and beyond. Lyz reached out to others in locals. There were others concerned as well. In the aftermath, we are still in the process of gathering information – trying to find reasonable resources that people can access for mental health. So, people don’t have to cut through too much red tape. Especially if you need to reach someone right away. In January, had some good questions regarding EAP, we were made aware of a sense of confidentiality was breached, people were asking clarification questions. If relations between employees and employers were compromised. Technically, we asked if EAP does have the right to disclose some information so to bring about some understanding. The person they opened up to said they were not going to bring information up to employer. The person told them they weren’t going to bring information up. Trust was breached. As a result, this particular individual doesn’t like EAP. This person was reaching out to EAP in terms of issues getting along with superior in hoped of EAP assist to mend working relationship. EAP said they wouldn’t share info but did. Clarification: EAP Organization Health side of things vs. EAP Life matters.  People of course in same meeting, were asking harder questions, can we trust EAP. Wait, I had a great experience, and now they’re getting info that EAP cannot be trusted. Truth is, we still have more digging to do. What happened with this person. Did this person they reach out to… did they say something they shouldn’t have said? We are still investigating. Hopefully Lyz will be an excellent asset to bring info to light.  In the email to me – still in resource gathering. MAPE central – olive branch. Put info on Steward page. Not having people reaching out to steward page. Some don’t feel comfortable talking about mental health to someone.  Question: clarify one point, in our investigation. Have you heard any history of EAP LifeMatters breaching confidentiality?  Answer: to date, haven’t heard of anything. If someone has and wants to open up, or if someone knows someone of either LifeMatters or Organizational Health, please come to us. As far as we know, there have been no breaches, just the one person’s experience. No reason to distrust as of this moment. If anyone has any experience with that, let us know. People have used these services before and it was helpful. Have to be open to all perspectives.  Question: Do remember where this part of this discussion was originated in 601 leadership meeting? This is something I’m recalling and something to look into. Don’t know if anyone referred to specific incidences or experiences. EAP LifeMatters was in questions. People feeling confident on calling them. Some around culture diversity. EAPs ability to handle situations based on person’s situation. One that he remembers. Should look into further. IS EAP LifeMatters flexible enough to provide services to everyone regardless of their personal characteristics? Also change in providers recently. Might have made a difference in trust or confidentially. Delineation that is important – previous vs. most recent contract.  Lyz: Piggyback off this. Colleagues Alex Erickson – get providers with more diverse background. Something that through these conversations. Spectrum of different experiences. If this becomes a campaign that goes to negotiations. There’s a need here that is much larger than 601. MDH talked about this in Meet and Confers. Trying to get an idea of where people are at. We want to make sure that people can go to place to be heard and get those resources. If bumps in road, we want to hear about it and get suggestion on how to get resources people need. We don’t want people not to reach out. When in time of need, we don’t want barriers. We want to empower people and point to the right resources. Whether LifeMatters or Organizational Health. If people have feedback, we want to hear it. We are excited for those conversations.  member – It is important for the program to respond to the allegation and take it seriously. If they are not being transparent, it makes me nervous whether or not the allegation of breach of privacy is true.  We want EAP to be accountable.  member: If have colleague that know something about this, let’s work together on this.  Lyz: If anyone has trusted resources please send them to me at [Lmartin@mape.org](mailto:lmartin@mape.org).  Jason – important topic. EAP important resource, a lot of people have had a good experience but a bad experience can leave you feeling isolated. If you’ve had a bad experience, only way to change is to let us know. We want this to be a safe venue for people to take advantage of because it’s helped a lot of people. We want people to be secure when they contact someone. This is an important topic of discussion. If someone is uncomfortable with this, talk to steward or someone in leadership. We encourage you to reach out. We need to delineate LifeMatters and Organizational Health. If someone having issues in personal life, contact life matters. If issue with supervisors, contact Organizational Health. This is not the last time we will be discussing this.  Clarification: [Work/Life Counseling](https://mn.gov/mmb/segip/health-and-wellbeing/eap/eap-work-life.jsp) (a.k.a. LifeMatters): Get 24/7 access to expert, personal consultation on a wide range of concerns, from financial and legal matters to relationship challenges and family problems.   [Organizational Health](https://mn.gov/mmb/segip/health-and-wellbeing/eap/eap-organizational-health.jsp): EAP Organizational Health provides leadership and workplace consultation. Due to COVID-19 the Organizational Health Team is working remotely. Virtual services are available.  Contact Lisa Slaikeu ([lisa.slaikeu@state.mn.us](mailto:lisa.slaikeu@state.mn.us)) with questions. | No action |
| Director’s Report - Jason Broberg, Region 6 Director | Jason Bonnett attended board meeting in his place.  Two issues he wanted to address before he turns this over:  Strategic process is continuing. Of interest to this region. Plan keeping regional system as far as representational system. Switch to agency basis. Keeping regions. Regions will look different though. This region and region 21 represent twice as many smaller regions. Dilutes voice of members on the board. Smaller regions get bigger, or smaller regions get bigger, or combination. Start being prepared for that. Other thing is that Regional Director position… his position is up for election this May. I came to board in non-traditional way. Was on political council. Former regional director resigned. There was a special election. Was encouraged to run by some people. Up through day of nominations closed. I continued to if anyone else had been nominated. So, I self-nominated. I won an uncontested election. I haven’t had one-on-one, face to face contact with anyone on board before decision. I would like to have feedback from people. Please reach out. This is a big decision for him and his family because this is a big time commitment. Reach out to let me know how you think I’m doing.  Jason Bonnett: Elections come up in May. Meeting notice goes out later this month in next month’s agenda packet. Regional position and Delegate Assembly (DA) positions. We do that every year.  Delegate Assembly (DA) – Board of Directors (BOD) discussed this in January and we think it’s 99-100 that it will be virtual again this year. For those of you that don’t know what this is, it’s our annual convention. Every local elects delegates. It usually takes place the 3rd Saturday in September. It’s MAPE’s highest governing body. The reason for it being virtual is because we have to reserve hotel space and we have to do that with enough lead time because the convention space fills up. And because we are limited to union hotels. If interested in participating in DA, it’s a one-day event, so it’s not a huge time commitment.  A lot discussed – director Jason talked about strategic planning on Regions and how they are going to be structured. People doing plan did presentation at last board meeting. Draft proposal at February meeting as board has 30 days to review it. With final proposal at March meeting. Can change with a lot of questions. Strategic plan at 5-6-year budget cycles. Encourage everyone once it’s published to visit MAPE website when it’s finalized. For those that don’t know, last October or November, had focus groups and one-on-ones. This was an opportunity for people to participate. Now, final draft for what it is going to look like. Potential on how we are structured. What final result is, I don’t know. Will be made public to people. Timeline is not set.  A couple of things brought up to board at next board meeting. Holdover from last DA. DA was trying to change executive committee BOD. Organizing council – whether speaker of Meet and confer should be on Executive committee. Will vote on that next month. That doesn’t impact members but impacts the board.  Discussion about statewide treasurer resigned because became FT Business manager at MAPE. Todd Maki. Now working for MAPE. That leaves vacancy. Position will be up in the spring. Do we appoint a position? Or have them run in spring? A request came up to have them combine the duties of the statewide treasurer and secretary positions in the interim. However, we have bylaws that address this position. Let Jason know if you have thoughts on this. The Board of Directors can appoint an interim treasurer. People can send in their interests to the board. I believe that has happened. That would have to be a board change to the bylaws. Current bylaw prohibits the secretary from doing that.  Member: if we need a new bylaw, I wouldn’t want to lock it in. I would want to clarify the bylaws for ongoing. The secretary might not want to do it and then they’d be locked in. We have bylaws in place and we don’t need to change the bylaws. In future they may have to do that role and may not want to.  Jason Bonnett: Michael Crider may want to fill the treasurer role in the interim until a permanent treasurer is elected  There also is strategic plan discussion about future membership dues. Everyone pays same amount. One proposal is to change how membership dues are structures. Change to percentage of salary instead of flat rate - on final report that comes out later.  If questions, send Jason Broberg or Jason Bonnett or officer an email  Contact Jason Broberg ([jason.broberg@state.mn.us](mailto:jason.broberg@state.mn.us) or [jbroberg@mape.org](mailto:jbroberg@mape.org)) with questions. | No action |
| Steward Update – Debra Hagel, Chief Steward | Email form Deb:   1. We have had some members thinking they can take lunch as wanted, without their supervisor approving, an hour or half hour before the end of their work day. While the current contract language allows lunch to be taken at any time during the work day, any lunch that is not near the lunch hour needs supervisor approval. 2. Questions that need to talk to steward. Talk to Deb Hagel and she will assign a steward to help you. This will allow a better balance between stewards and will help balance the load. 3. We have some basic and advanced steward training coming up. If interested in April 8, June 10 and October 14. Basic – not obligated to become steward. Advanced February 25, August 12, and December 9th. Not obligating but educating on what MAPE does and what steward does.   Sharrilyn: I did all-day training. It was excellent, and MAPE will compensate you for lost time for the training.  Jason confirmed lost time training  Contact Debra Hagel ([debra.hagel@state.mn.us](mailto:debra.hagel@state.mn.us)) with questions. | No action |
| Business Agent Report - Lyz Martin | Congratulations for December 17th membership blitz. Our local had the most cards recruited that day. 601 leads the way when it comes to membership - virtual or in-person. March 17th is the next membership in-person/virtual membership blitz.  Contact Lyz Martin ([lmartin@MAPE.org](mailto:lmartin@MAPE.org)) with questions. | No action |
| Adjourn | Other business:  Next Meeting: Noon-1:00 p.m., Wednesday, March 2, 2022, online via Go to Meeting | No action |

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| **President** – Jason Bonnett  Email: jason.bonnett@state.mn.us | **Membership Secretary –** Sharrilyn Helgertz  Email: sharrilyn.helgertz@state.mn.us |
| **Vice-President –** Lisa Slaikeu  Email: lisa.slaikeu@state.mn.us | **Regional Director –** Jason Broberg  Email: jason.broberg@state.mn.us |
| **Secretary** – Rose Nordin  Email: rose.nordin@minnstate.edu | **Chief Steward** **–** Debra Hagel  Email: debra.hagel@state.mn.us |
| **Treasurer** – Michael Zajicek  Email: michael.zajicek@state.mn.us | **MAPE Business Agent** – Lyz Martin  Email: lmartin@mape.org |