

# Meeting Minutes

February 08, 2022 Zoom

## Meeting agenda – via WebEx poll

* Approved

## Lunch Donation – Liz Pearson

* **The Nature Conservancy** (<https://www.nature.org/en-us/>) Guided by science and equity, we find paths to solve climate change and biodiversity loss. We're determined to make a major difference by 2030.
* **Kente Circle Training Institute** (<http://www.kentecircle.com/index.html>) Kente Circle, LLC (Kente) is a mental health agency specializing in providing individual, couples, family, and group therapy to clientele living in Minneapolis, MN and its surrounding communities.

## Welcome New Members – Alexis Stafford, Membership Secretary

* Welcome to our new MAPE members: Stephanie Krieg, Elizabeth Borchert, Angelo Flowers, Angela Morris, Elizabeth Parrell, Brandon Foxworth, Seth Kaempfer, Cody Mills, and Amanda Wilcox. **Our local has a 76.35% membership rate!**
* Join Alexis at one of our First Friday lunchtime meetings. First Fridays are to connect with new DHS employees but all are welcome to attend! Alexis will send out an invite for our meeting next month. If you have any questions you can contact her at [Alexis.Stafford@state.mn.us](mailto:Alexis.Stafford@state.mn.us)

## 2021 Financial Audit – Brandin Barren

* Brandin and Matt are looking for two volunteers to assist with the 2021 financial audit. Contact Brandin at [brandin.barren@state.mn.us](mailto:brandin.barren@state.mn.us) if you are interested in participating or would like more information.

## Welcome to our new MAPE Organizing Business Agent Meron Negussie – Liz Pearson

* Meron comes to us from the University of Minnesota with AFSCME where she has experience in leadership negotiations, organizing, stewardship, labor education, and knowledge of unions. Meron will work on organizing for our local and David Hearth works on enforcing the contract with stewards and investigations. If you have any questions you can reach out to Meron at [mnegussie@mape.org](mailto:mnegussie@mape.org)

## MAPE Stewards – Dylan Adams

* Advanced steward training is February 25th
* We are always looking for new stewards, as we have 1,100 employees and only 10 or 12 stewards. Stewards are volunteers who help enforce the union contract, work with Human Resources with issues in the workplace, provide help with appealing performance reviews, and any other issues affecting DHS employees where we have a basis in our contract to fight. Email Dylan at [Dylan.Adams@state.mn.us](mailto:Dylan.Adams@state.mn.us) if you are interested in being a steward.

## Political Council and PAC – Nicole Juan

* Political Council update - Our biggest event is our annual lobby week. These will be virtual meetings meeting with your House rep and Senator. Log into the [MAPE portal](https://portal.mape.org/) to register. This year is extremely important since we will have a highly politicized election. We want to make sure our representatives still do their jobs and pass our contract. We do not want our contract used as a political bargaining chip. We want as many people as possible to sign up for Lobby Week. There will be training provided to meeting with your representatives. Our next political council meeting will be on Friday, where we will be planning and looking at legislative schedule. Reach out to Nicole at [nicole.m.juan@state.mn.us](mailto:nicole.m.juan@state.mn.us) if you have any questions.
* PAC update – This will be a busy time with the upcoming election cycle as the entire legislature and all constitutional officers are up for election. The PAC has reviewed the incumbent endorsements to see how they voted in previous legislative sessions to make sure they are still labor friendly. The PAC will be doing screenings for open seats at the end of February or early March, with more screenings in the future as additional candidates ask for it. Screenings are occurring later than usual this year due to the wait for the new redistricting maps, as that may change races around.
* The PAC is currently having discussions on the gubernatorial endorsement. MAPE endorsed Walz last time however there has been frustration around our union contract and his leadership due to the anti-labor proposals from MMB. There will be a meeting to address these concerns and his priories moving forward. The PAC will have a listening session for MAPE members on how we should proceed. The PAC board will vote whether to have an endorsement.
  + Member question: What are some ways members can support the PAC?
  + Response: Anyone who donates is a PAC member. The donation will come out of your paycheck the same way as dues. You can donate as little as $1 a paycheck. People must choose to donate to the PAC. You can contribute to the PAC by going to the [MAPE website](https://mape.org/join-mape-pac).

## Organizing Council – Lauren Siegel

* Political work is going to be very important this year and we are asking MAPE members to help with another membership recruitment effort. We are building off momentum from our Dec 17th membership recruitment event with a **March 17th** event to help build capacity for ongoing membership recruitment work.
* Working in coordination with the membership secretaries, this event will be for both new and seasoned MAPE members to help develop skills for membership recruitment. These skills include how to have conversations, develop initiatives, and build committees at your local to do membership recruitment work. This is a full day event but we will pay for lost time. This is a great opportunity to build a membership recruitment plan together both for now and into the future. We are hoping this event will develop new strategies and create a strong group of leaders do to membership recruitment.
* Also, don’t forget to have conversations with your new coworkers and encourage them to join the union! You don’t have to be a leader in order to do that. We will send an email about the March 17th event to the local after a planning meeting with our membership secretary Alexis. We are planning to have a lunchtime meeting in Feb so you can learn more about our March 17th plan so you can decide if you want to join. Stay tuned and we hope you consider joining. The December 17th membership recruitment day was a great success and had representation from 2101.

## Contract Planning and Negotiations – Christine Retkwa

* We are focusing on getting contract passed and want to reinforce the message about Lobby Week. Please sign up! We need to remind our legislators of the work we do and that we are worthy of getting our contract passed. Want to see our contract passed sooner than later. If they wait until later to pass our union contract, it will become a bargaining chip. The likelihood of our contract not passing is low, but if it happens, we will say goodbye to our pay raise, our Juneteenth holiday, and everything else we negotiated. We want to ensure our contract is passed and passed early. This is an opportunity to come together and speak your peace. It is your chance to tell your story about how you make a difference every day.

## Update from our Regional Director – Vanessa Vogl

* Paul Schweizer, MAPE’s Business Manager retired last week. Paul’s position is now occupied by Todd Maki, as our new Director of Operations.
* During our January board meeting, we met with strategic planning consultants. The board felt like we needed more time to talk with consultants before a strategic plan can be implemented and rolled out. Because of that request, last week there was a series of 30-minute sessions scheduled over lunch hours to cover different points of the strategic plan. I attended sessions that covered equity and diversity and the possibility of changing the membership dues structure. We are working on finalizing the language, planning and strategy before rolling everything out to membership. Questions contact Vanessa directly at [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
* Vanessa attended the Jan 24th leadership training which was the 2nd of many in the MAPE leadership training series. The Jan 24th training was very informative and motivating, related to membership recruitment, contract negotiations, and meeting with legislators. Please check the leadership training series out. You can attend just one or all of the courses, but you need to [register ahead of time](https://mape.org/trainings).
* Please check out our attached list of black history month activities. We also encourage you to look at the [Equity and Justice Black Caucus/ERG events](https://mape.org/sites/default/files/files/Black%20History%20Month%20Agenda%20Final.pdf), which includes a link to the calendar invite and information for joining via Teams.
* Our former President Wendy Wolf and former membership secretary Katie Bauer are retiring. Congrats!

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

* Whitney Terrill has chosen to step down as chair for DHS Meet and Confer. We are sorry to see her go but wish her well with her endeavors!
* We are looking for more people to join Meet and Confer. Meet and Confer is an informal way for unions to meet with management. This is a guaranteed right under our contract. With changing leadership in HR we haven’t met for the past 4 months but our meetings should be starting up again soon.
* MN-IT has a separate Meet and Confer chair, which is Andi Morris [andrea.morris@state.mn.us](mailto:andrea.morris@state.mn.us)

## Member Concerns and Other Announcements – Liz Pearson

* See agenda for announcements re: Covid Tests, Use of Paid Administrative Leave and the MSRS BOD election.
* Member question: People are running low on sick leave due to the pandemic, what options do they have?
  + Response: We are meeting with MMB to see if there are ways to help people. If you have sick leave and a child who needs to isolate, you are allowed you use your sick time. There is also paid administrative leave. This leave can only be used by employees who need to quarantine due to exposure to Covid-19. Employees are eligible for this leave who are working at a physical location, have attested that they are fully vaccinated and have already exhausted their sick leave. Please refer to the [memo](file:///\\mn-dhs1.co.dhs\Home\H55\PWGAN29\MAPE\Memo-%20Paid%20Administrative%20Leave%20for%20COVID-19%20(002).pdf) saved to our X drive for the specifics of this leave. You can also use FMLA or short-term disability for extended leave. In order to qualify for FMLA, you have to have been an employee of the state for one year. If you have a very severe illness you can also apply for vacation donation. Keep that in mind, vacation donation is done on a case-by-case basis,
* Member question: Is management still discussing a return to the office?
  + Response: There is still no date set to return to the office.
* Member question: Is there any information on [HF 3086](https://www.revisor.mn.gov/bills/text.php?number=HF3086&version=latest&session=92&session_number=0&session_year=2021) which would create a new creating a new Behavioral Health Agency. This would pull the behavioral health division out of DHS.
  + Response: We do not have any information on this. This is the time of year when legislators are dropping a bunch of bills just to see what sticks. Something like this would need support in both chambers. We are not sure if there is strong traction on this, but Nicole will look into it.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are: **Carol Von Ende, Susan Nevins, Jesusa Williams, and Mong Vang**

## Upcoming meetings

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