**Local 301 Membership Meeting**

**Tuesday, March 8 2022, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by Local 301 President Nagle**

**Attendees: 86**

**Welcome/Announcements, Brett Nagle, Local 301 President**

* Brett introduced himself and thanked everyone for coming to the meeting. Brett welcomed members to unmute or write in the chat if they have any questions/comments. Brett uses he/him pronouns and is a fish biologist in biological monitoring at the MPCA. Brett volunteers with MAPE Local 301 and currently is serving as the president.
* Happy International Women's Day!
* Minneapolis Teachers are on strike to fight for strong public schools for our cities and students. It is a critical moment for labor. This is national news and support for unions is higher than ever. The best way to support another union is to support your own. Brett is wearing blue today to match the color of the Minneapolis Teacher strikers today. They are bargaining for the common good with a lot of their demands. They are acting on behalf of their student's best interests. It is OK to care about your compensation. We have seen historic increases in inflation.
* St. Paul educators have averted a strike. Brett talked about how we have a very special guest today that was out on the picket line this morning. He is a tutor at the FAIR School in downtown Minneapolis, Jason Hardwig.

**Minneapolis Teachers Strike, Jason Hardwig, Teacher at FAIR School**

* Jason Hardwig appreciates the solidarity and thanked us for the opportunity to speak. This is the first day of pickets and there is going to be a big rally today at noon. Jason talked about how he met a fellow union sister, Amanda Smith who passed on the information to Brett. Jason teaches at the FAIR school that has wonderful arts programming. He is one of about 300 new union members that have joined since February.
* Jason talked about how October was renamed Striketober, many corporate workers have been on strike and have set a standard on how to get better standards. Starbucks workers are trying to form a union for the first time, and REI workers in NY. This is a first essential step.
* We need safe and stable schools in Minneapolis. We need paraprofessionals to have living wages. The base wage for a paraprofessional is $24,000 a year which is considered poverty. We want to raise this and work a 40 hour week. Paraprofessionals are disproportionately educators of color, racial inequity.
* Teachers are demanding an end to teacher pay cuts. We are demanding a 20% pay increase, this is a justified back pay. We need to raise wages to retain educators of color. We need our staff to be as diverse as our student body. The district says there is no money, but this is not true. Only the political will is lacking here, not the money.
* There are many ways to support us. For more information see: https://workingpartnerships.betterworld.org/campaigns/minneapolis-federation-teachers
* Join the picket line in the mornings. They start at 7:30 am. Come join us, honk, or bring donuts! A formal public resolution of support is also great. We have a strike fund and if you can help in that way it is also immensely helpful. The bus drivers have contributed to our strike fund. It's hard to predict how long the strike will last.
* Someone asked about the difference between MFT and ESP: Teaching Assistants and Teachers are in the same union, but there are two branches. One is licensed, but we work together. They have separate leadership bodies.

**Donation/MAPE Elections, Brett Nagle, Local 301 President**

* March Lunch Donation: Avenues for Youth: Avenues programs not only provide safe shelter and housing options for youth, but holistic supports to meet a youth's mental, physical, and life-long goals. Youth are the drivers of their own journeys, and we're here to walk alongside them during this part of their story. Our programs support youth in Minnesota who are 16-24 years old, and their children, who are experiencing homelessness.
* Local 301's Executive Team meets every month to determine what we're going to discuss at our meetings. Nominations are due March 17th for all local officer positions.
	+ President: Brett Nagle, hoping other members listening want to get involved. The president runs meetings and are not responsible for everything. We work as a team. Brett spends about an hour a week of time, about 5 hours a month.
	+ Regional Director: Mark Snyder, this position is not currently up for re-election.
	+ Vice President: Shanna Schmitt. The VP runs meetings when Brett is unavailable. They also chair the Job Action Committee, which hasn't been needed in decades. Set-up meeting invites and keep member list up to date.
	+ Treasurer: Anne Morris, spend local's money, a half hour or so a week. Prepare documents for annual audit and present once a year for budget proposal. Get to be creative, fantastic job.
	+ Membership Secretary: Chuck Krueger, maintain records, work on membership recruitment and involvement. Reach out to new hires within a few months of their start date. Present at New Employee Orientation (NEO) Part 1. A couple hours a week. It's fun and has been very rewarding.
	+ Secretary: Rachel Olmanson, about 2.5 to 3 hours a month, attend meetings, take notes and send to MAPE Central for posting. Rachel is not seeking another term. Low commitment, low stress.
	+ Lead Steward: Kristin Kirchoff-Franklin, not currently up for re-election.
* Delegates and Alternates – serve at the annual MAPE Delegate Assembly. Each local is guaranteed at least one Delegate and one Alternate. We are allotted five Delegates. Each local sends representatives and reviews and votes on changes to the MAPE bylaws. Delegate Assembly is on Saturday, Oct. 8th. It's great to experience energy from MAPE, encourage anyone to be a delegate and go to the convention. Lowest time commitment of any of the positions. Encourage all to seek or nominate folks.
* Regional Negotiations Team Representatives: negotiates our contract with the administration. During contract negotiations, this committee requires a significant commitment of time and focus. The Bylaws were amended at the 2017 Delegate Assembly, providing that Regional Directors may not be elected as negotiations representatives. It's a two year commitment and is a lot of time starting after the election and goes through about July to June of the next year. It is a huge time commitment but very rewarding. This is the work of the union. Getting the best things for the members. Kristin Kirchoff-Franklin said it is one of the best things she has done for the union.
* The MAPE Statewide president also appoints at large negotiators – Claudia Hochstein was appointed last time.
* Meet and Confer Committee Chairs of Active Statewide Meet and Confer Committees. Members of an agency with an active, statewide meet and confer committee will elect a chair of that meet & confer committee.Each committee shall consist of a committee chair, up to 12 members and up to 2 alternate members. To view the list of active, statewide meet & confer committees, please refer to the MAPE website here: <https://mape.org/committees/meet-and-confer-committees>
* Claudia Hochstein is the current chair. She talked about how it's an interesting position. We are not just working for our local, but for everyone across the agency. Work with other committee members and get to hear from all MAPErs in MPCA. Have the opportunity to sit in a meeting w/ the commissioner and HR and represent all of us working here to achieve everything the agency can do. There will be a work load listening session tomorrow from 12 pm – 1 pm. We are looking to hear from people on if you are having workload issues, how you're handling it, and if it's been successful. It's great, you should run for it.
* Voting for all of these positions will be in May. Look for emails and events coming up for statewide candidates.

**MAPE Political Action Committee (PAC), Quinn Carr, Member of MAPE's Political Action Committee**

* Quinn joined the PAC a couple months ago. The PAC endorses legislative candidates, and the governor. There are a couple events coming up. Lobby Week and listening sessions in March.
* Once we are closer to elections there will be opportunities for phone banking, door knocking, etc.
* Brett Nagle talked about how the PAC is active in campaigns, they don't draw from membership dollars. Union dues do not go directly into hands of candidates, you can allocate money out of paychecks to go into PAC. Reach out to Quinn if you want to get involved.
* Quinn's contact info: qcarr@mape.org
* For more information see: https://mape.org/events/pac-gubernatorial-listening-session-1

**Lead Steward Update – Kristin Kirchoff-Franklin, Lead Steward**

* New employees: reach out if you have questions on open enrollment/benefits. Thanks to everyone participating in Lobby Week. Legislators are easy to talk to.
* Local 301 Stewards
	+ Kristin Kirchoff-Franklin (Lead Steward, MPCA)
	+ Anne Claflin (Deputy Steward, MPCA)
	+ Claudia Hochstein (MPCA)
	+ Barb Peichel (BWSR)
	+ Dave Wischnack (MPCA)
	+ Jen Crea (MNIT)
	+ Melissa Wenzel (MPCA)
	+ Jen Jevnisek (MPCA)

**Board of Directors Update, Mark Snyder, Regional Director**

* The Board of Directors (BOD) met on Feb. 18th, strategic planning continues. The overarching themes of the plan are: open the front door of the union, go above and beyond at representation and enforcement of the contract, build the union, and push for the workplaces and contracts we deserve.
* Next steps: final draft will be presented for Board approval in March.
* A resolution that would allow for an interim statewide Secretary/Treasurer in the event of a vacancy for either position passed on a divided vote (11-10\_
* Contact Mark at mark.snyder@state.mn.us if you have any questions on the Board.
* Mark made a motion for Local 301 to contribute $250 to strike fund for MFT 59, Shanna Schmitt seconded. Voice vote, yes (all), no (no one)

**Membership Update and Drawing, Chuck Krueger, Membership Secretary**

* Michele Jordan – new member. Michele is excited to be here, use she/her pronouns. She has been at BWSR since the end of 2021, Central Regional Operations Division in St. Paul. Previously at the U of MN. Does not have any other union experience, but really impressed and please with the support being shown to Minneapolis Public Schools.
* Gift card winners: if you show up to the monthly meeting we raffle off three $25 gift cards to union friendly businesses each month. You can win once/calendar year. Quinn Carr, Megan Kuhl-Stennes, Jerrod Eppen, and Seth Weeks.

**Meeting adjourned at 12:59 pm by President Nagle**

**Next meeting April 12th at noon**