**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*March 15, 2022*

*Zoom*

**Roll call of officers:**

Maurice Wilson, president – not present

Rhianon Sargent, vice president – present

Kristine Anderson, treasurer – present

Jon VanOeveren, membership secretary – present

Mike Schultz, secretary – present

Michael Diedrich, MDE meet and confer chair – present

Mike Foster, region 10 negotiations representative – not present

Jackie Blagsvedt, region 10 director, region 10 chief steward – present

Dan Engelhart, MAPE business agent for Local 1002, was also present.

**Dues Structure**

Dues have been a topic of conversation by the MAPE board. Anticipate a request to transition from a flat fee structure to a progressive structure. Currently dues are $21 per pay period regardless of hourly wage. We are at the beginning stages of determining what level would be needed to maintain current revenue from dues. Progressive means percentage-based. There could be a cap and/or a flat fee in addition to the percentage. Any changes would have to be adopted by Delegate Assembly. In order to increase revenue, the union has to increase the size of the bargaining unit and/or increase dues. Remember that MAPE costs increase annually due to inflation. MAPE staff also get cost of living adjustments and step increases, just like state employees. Employees of the Minnesota Historical Society recently considering joining MAPE but chose not to because of the flat dues structure instead of progressive. A progressive structure may be more equitable so that union membership is affordable and accessible to those that earn less at the state.

**Achievement Awards**

MAPE was communicated to by Minnesota Management and Budget about freezing achievement awards. Management believes it is restricted in terms of how many achievement awards it can award. Implementation of achievement awards in the past has been inconsistent between agencies and within agencies.

**Board of Directors Update**

The board continues to work on a strategic plan. Nominations close on March 17. Local 1002 will be electing delegates and alternates and Region 10 will be electing a regional director and negotiations representative. Meet and confer chairs are also up for election.

**Steward Update**

We are currently working on a grievance related to conditions of employment being rescinded for remote work. We are hoping to recruit two deputy chief stewards – one from 1001 and one from 1002.

**Meet and Confer Update**

Our current asks of the MDE executive team are:

- Commissioner communication to districts and schools sharing resources and encouraging student engagement - Next steps and timeline for boarding school acknowledgment

- Update to MDE staff on actions taken so far and planned for equity

The MDE executive team is concerned about framing our outward-facing work around the term equity and it being labelled as such. It’s important for us as a local to discuss what we want to do in this space as the MDE executive team is not willing to act, at least publicly.

There is funding in the contract for employees who use languages other than English in there work. We might send out a survey to get a sense of the scale of who might be eligible for this pay at the agency.

We are anticipating challenges transitioning to the new office and modes of work. We have noticed a lack of consistency in implementing performance sync. Please reach out if you are facing any issues in this area.

**Alignment Update**

We are having conversations about workload and job classifications. The agency appears to be creating positions at lower classifications compared to others performing the same work. This appears to be a part of the agency’s plan for career development – placing employees artificially at a lower level so that they have a “ladder to climb”, as opposed to a meaningful plan for career development at MDE. Reclassification is also a very difficult process to work through with human resources. Through contract negotiations we can work on expanding and clarifying job classifications. AFSCME and MMA have been great partners to work with on these issues.

**Treasurer Update**

Bank statements have been received and we need to conduct a local audit. We have no transactions so that audit should be easy. Volunteers can contact Kristine. (Thanks to Camryn Krause Ferris and Mike Dolbow for volunteering!)

**Membership Update**

New hires becoming members since the start of the year is 78% at the local. Our overall goal for local membership is 80%.

The Minneapolis Federation of Teachers (MFT) is in the second week of its strike. Minnesota public defenders have also authorized a strike.

Deb moved to provide financial support to MFT at the largest amount possible based on the budget. Doug seconded. In discussion, it was clarified that such a donation is allowed by MAPE. A donation cannot be used to spin-off a new union from MAPE membership. The largest amount is $1000 for a donation under MAPE policy; $200 is budgeted in the approved budget. We also have reserve funds available. A motion was made and seconded to amend the current budget to increase the line item amount from $200 to $400 with the additional $200 coming from the reserves. There was a call for consensus with no opposition. The motion passed. Retuning to the original motion, there was a call for consensus as clarified (i.e., donation of $400). There was no opposition and the motion passed.

**Business Agent Update**

The board approved consolidating the duties of enforcement and organizing business agents into one. There will now just be business agents that do both enforcement and organizing. Dan will continue to work with Local 1002 – as long as we are happy with him. ;-P

**Raffle Winners**

LaDonna Mustin

Megan LeClair

**Next Meeting**

April 19, 2022

11:30-12:30

Zoom

*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*