**Local 301 Membership Meeting**

**Tuesday, April 12 2022, 12 pm – 1 pm**, **Microsoft Teams**

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

**Attendees: 124**

**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. Brett is a biologist in the biological monitoring program. He is currently finishing up his first full-term as president of this local.
* Local 301's Executive Team:
  + President: Brett Nagle
  + Regional Director: Mark Snyder
  + Vice President: Shanna Schmitt
  + Treasurer: Anne Morris
  + Membership Secretary: Chuck Krueger
  + Secretary: Rachel Olmanson
  + Lead Steward: Kristin Kirchoff-Franklin
* We will be having a new Secretary soon, Barbara Monaco.
* There will be a Member Recruitment Event on Friday, June 10th at MAPE Central and/or Zoom. Local 301 can pay lost time to individuals who plan on attending. It is designed to teach folks how to be more involved in the union. If you've been on the Membership Committee helping out Chuck then you might be interested in this event. It should be a really good, useful event. We've been losing members to retirement and our membership has dropped a little bit. This event will not be about calling members, it's a planning event. Chuck mentioned that if you can't make the event, but are interested in helping out with recruitment please reach out to Chuck Krueger, Local 301's Membership Secretary.
* Last month, Jason Hardwig, a Minneapolis teacher, came to our meeting to talk about the Minneapolis Teachers Strike. The strike took an emotional and financial toll on members. Brett thanked those who showed up and supported the teachers in any way that they could. The teachers were able to get many of the things they were asking for in their contract including, language regarding recruiting and retaining employees of color, class sizes, more mental health supports, and pay increase. St. Paul educators were able to get a lot of the same wins without having to strike. Local 301 donated funds to the strike fund.
* Local 301 donations for 2022 – we received a very nice note from Avenues for Youth thanking us for the March donation. They are having a Building on Dreams event in-person/virtual on April 26th and April 27th – check it out on their website: https://avenuesforyouth.org/.
* April donation will go to Meals on Wheels. Meals on Wheels is able to provide meals to those at high risk during this pandemic, regardless of ability to pay.
* Many of us have attended the Tribal Relations Training. During the training we heard from a number of tribal leaders about the MN state flag. The flag is very problematic for many reasons. The logo on the flag is virtually on every piece of state equipment, including our laptop. There are currently bills in session to reexamine the state flag. The flag is nearly identical to 18 other state flags that feature a state seal with racially inappropriate symbols. The great seal on our flag depicts a white settler plowing the ground and a Native American riding a horse. There is a rifle aimed at the Native American. Some people are saying that the flag celebrates our heritage and is "being cancelled". This is simply not true. The flag was created by Seth Easton. It was designed in the late 1850s. Mary Eastman wrote a novel that was a critical response to Uncle Tom's Cabin. There are specific words in the poem that call out items that are in the seal. It is clear what the intent of this symbol was on the flag.
* One year ago at our April meeting we talked about some horrible statistics about Asian Hate, Stopaapihate.org. There have been 7,110 incidents of Asian hate from Feb. 2021 to Dec. 2021. These incidents are becoming more and more frequent. The incidents include harassment, physical assault, and other harmful acts. This is an ugly and violent phenomenon that is happening in public spaces. We need to step up and make public spaces safe for everyone.
* Stop Asian Hate is taking a gender-based approach to rider safety on public transit. The organization states that, "Safety is a barrier to riding public transit for women in particular, who make choices on whether and how to ride public transit based on their fears of harassment. Transit agencies should develop and implement initiatives to address street harassment on their systems and improve rider experience and safety. These initiatives should be based on ridership data that can be disaggregated by gender, race, and other aspects of a person's identity that impact their experience of riding public transit."
* President Nagle talked about conservations he's had with women regarding harassment that they've experienced on public transit.
* Many bus lines have been discontinued. President Nagle encouraged folks to reach out to MetroTransit, also consider mentioning some of these safety measures.

**Return to Office Discussion – General/Parking**

* It looks like there wasn't been progress on the Indoor Bike Storage, but it is almost done, even if we can't see it. The target is to have it done on the official return of office date of April 21st. The racks have been installed. There is information that will go up on the Lorax fairly soon. Melissa Wenzel and Kurt Carlson will be the contacts. The bike racks are only available to MPCA staff, not BWSR or MNIT. The fee for the bike racks will be $40 per year to use.
* There will be a welcome back to the office event, particularly for new employees that have joined the agency since March 2020.
* The visitor parking situation is not a good option for people coming by to drop off stuff. You will likely be told to move your car. We're looking for volunteers to help people with bringing stuff up to spaces.
* Bike racks will be for MPCA only due to lease restrictions.
* There is motorcycle parking (next to the back doors) from the DHS lot.
* We've discussed having more flexible parking situations. Our landlords are unreceptive to any ideas of how parking can be different. However the Labor Management Committee met the beginning of April and it was relayed in that meeting that parking badges could be shared. Before now, we were told we couldn’t share parking badges. They are going to allow that now, but staff need to arrange it.
* The Sustainable Transit Team would like folks to consider other ways to get in to the office besides driving. We understand that it's not possible for some. Encourage folks to think about other ways of getting to work.
* About 30 people in the meeting expressed interest in dropping parking pass as an action item. Many folks have not reactivated their parking pass and/or don't have a parking pass but support the idea. We will consider talking about this with other locals.
* Folks would like option to park 1-2 days a week.
* The Sustainable Transit Carpool spreadsheet is available and has been updated. You can use the spreadsheet to find a bus buddy or a bus mentor.
* Encourage folks to reach out to Saint Paul Police Department to reopen the public right of way by the Blue Lot.
* There was further discussion on the need for temporary parking for full-time teleworkers for when you have to come in to the office for a short meeting. It would make a lot more sense than trying to drive around and find something and safety issues. This should be seriously looked at. A lot of reservations about coming in at all because of the parking situation.
* Send Brett and/or Claudia an email if you have additional issues/concerns regarding safety.

**MPCA Meet and Confer Committee Update, Claudia Hochstein, Meet and Confer Chair**

* The committee has been discussing the work load issue. This is not specifically a pandemic related issue.
* Also discussing phased retirement. Commitment from Commissioner Kessler that they'll bring it up to senior managers. Good that we have a Commissioner that has been a staff person at the MPCA.
* You will see an email from MAPE in a couple days asking if you use additional languages in your job. We are trying to make use of the bilingual program that is in our contract.
* Let Claudia know if there is anything you want to talk about.

**BWSR Meet and Confer Committee Update, Melissa King, Meet and Confer Chair**

* The committee is meeting bi-monthly with a portion of executive team. Half of the team has turned over in the last month which has changed the dynamic. They are having good discussions and have hit a turning point.
* The committee is talking about work load issues and have done a lot of staff outreach to get testimonials. They have developed a workload adjustment form to formally document what staff are being asked to take on. Written documentation and expectations. Not everyone can work overtime and have limited ability to balance hours.
* Revising telework policy as well.
* It's been a lot more collaborative. Will keep discussing workload discussion at our next meeting. Feel free to give Melissa a call/email for more information
* MAPE website includes committees and meeting notes: <https://mape.org/committees/meet-and-confer-committees>.

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

* The Board of Directors (BOD) met on March 18th. The Strategic Plan was passed with minor revisions. Should be made public soon. The BOD voted to contribute $10,000 to the MFT 59 Strike Fund from our Coalition Building budget. MAPE Vice President Angela Halseth is going to full time lost-time status for a couple of months to support stewards.
* The finance workgroup will be reviewing MAPE's finance policies – stay tuned for more information.

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

* Madison Scheer, a new member introduced herself. Madison is anew hire in MPCA's Remediation Division. She previously was a student worker at MPCA, then worked at 3M, and is very excited to be back. Proud to be part of the union.
* Gift card winners this month – four gift cards a month to local businesses. Show up at a meeting, Michelle Janson, Katie Izzo, Singer Macrae and LaMont Newell

**Meeting adjourned at 1 pm by President Nagle**

**Next meeting May 10th at noon**