**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*May 17, 2022*

*Zoom*

**Roll call of officers:**

Maurice Wilson, president – present

Rhianon Sargent, vice president – present

Kristine Anderson, treasurer – present

Jon VanOeveren (JVO), membership secretary – present

Mike Schultz, secretary – present

Michael Diedrich, MDE meet and confer chair – present

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

Dan Engelhart, MAPE business agent for Local 1002, was not present (vacation).

**Remembering Kate Beesch**

Kate Beesch, Title IV Specialist, passed away after a fight with ovarian cancer. Many donated their vacation time to Kate after she exhausted her sick and vacation leave. Funds are in the budget to pay for a donation in her memory.

**Board of Directors Update**

The MAPE contract is being discussed in Senate committee. The application for frontline worker pay is being worked out.

When voting in the current MAPE elections, the first screen is for statewide positions and the second is for local positions. After making your selections on both screens, you need to confirm your choices in a final screen in order for your vote to count. Voting closes May 26.

**Steward Update**

We are meeting with HR to discuss vacation accrual length of service credit for new employees. Please let us know if you have any issues in this area.

**Membership Recruitment Retreat**

The MAPE Organizing Council is leading a membership recruitment training event. Recruitment is traditionally the “job” of the membership secretary; in the new age of work, we need to think more collectively so that the responsibility doesn’t rest with just one person. The event is June 10 and we invite all interested in attending, particularly those who are interested in a leadership initiative without seeking a formal elected position. It will be a great opportunity for CAT members or those interested in joining the CAT. At the event, we’ll be conducting a landscape analysis as a local, attend sessions on the fundamentals of organizing and recruitment, and develop a strategic plan for membership. (There may also be an after-party…)

**Treasurer Update**

Locals need to cover the costs of membership participation in the June 10 training event. Michael Diedrich moved to cover the lost time of 20 members at a cost of approximately $7,500, which is to be taken from the reserve fund. Axelina Swenson seconded. There was no discussion. Motion passed by consent.

**Membership Update**

Membership rate is around 75% due to some recent retirements. JVO is reaching out to new hires and members. In national news, the vote to unionize a second Amazon facility did not pass, but Starbucks sites across the nation continue to unionize. You can order your coffee with the name “Union Strong”.

**Meet and Confer Update**

The meet and confer team is working with agency leadership to determine how to compensate individuals who use a language other than English to provide service to the state. The team will be partnering with HR to conduct a survey of MDE staff.

A trend statewide and also occurring at MDE is that new hires are being placed in lower classifications than their predecessors. Ostensibly this is for career progression over time, but the reclassification process makes this dubious.

The team is also focused on improving the hiring process more broadly by removing barriers to hiring, such as unnecessary credentials. Additionally, we are working with HR to clean up the offer letter template so important information like work location and vacation accrual is clear.

The team is seeking clarity on the return to office. We would like communication ahead of time, like logistics for the transition, division meeting expectations, etc. We don’t anticipate any changes to current telework agreements.

Lastly, regarding performance sync, we have noted a lot of variation across the agency and are advocating for this to be addressed.

**MDE Alignment Update**

At the last alignment meeting, the team received updates on the EDI Center, which was helpful to learn about so that we can place the division’s work in relation to the local’s equity efforts.

**President Closing**

Our business agent Dan Engelhart is on vacation, which is an example and reminder for everyone to take vacation. Use your vacation – your job will be here when you return. Take time to take care of yourself. At most you need to give two weeks notice, and you don’t need to tell your supervisor or anyone the reason for the vacation. Let us know if you are getting pressure to not take leave. Vacation is a right under the contract.

**Raffle Winners**

Nathan Duffy

Liz Vaught

Megan LeClair

Ayumi Stockman

**Next Meeting**

June 21, 2022

11:30-12:30

Zoom

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