

# Meeting Minutes

August 9, 2022 via Zoom

## Meeting agenda – via consensus

* Approved

## Lunch Donation – Liz Pearson

**Two charities are chosen and each will receive $250.**

* **Center for Reproductive Rights (**[**https://reproductiverights.org**](https://reproductiverights.org)**) (34%)**
* **American Red Cross (**[**https://www.redcross.org**](https://www.redcross.org) **) (19%)**

## Primary August 9th and General Election November 8th

* Our MAPE contract guarantees you time to go to the polls.
* You are voting for people who will decide whether or not they will support our contract.

## Welcome New Members – Alexis Stafford, Membership Secretary

* Welcome to our new MAPE members: Claudia Morikawa, Molly Beckius, Elizabeth Dalke, Lauren Glass, Pang Xiong, and Natalie Engelman!
* 2101’s current membership rate is 74%. Approximately 300 people have the potential to join MAPE today.
* Join Alexis at one of our **First Friday** lunchtime meetings. First Fridays are an informal space for folks that are new or newer to DHS and MNIT to meet and hang out during the lunch hour once a month from 12:00-1:00. It is a smaller gathering and good space to talk about stuff going at work as well as personal things and bring questions.
* If you would like to attend the First Friday meetings, reach out to Alexis at [Alexis.Stafford@state.mn.us](mailto:Alexis.Stafford@state.mn.us)

## MAPE Stewards – Liz Pearson on behalf of Dylan Adams

* Stewards are volunteers who have been trained to understand the MAPE contract and can help with conflicts you experience at DHS.
* Advanced Steward Training is August 12th and December 9th
* Basic Steward Training October 14th
* Welcome to our new steward Heather Prior!
* We are always looking for new stewards to join. If you are in need or are interested in being a steward, reach out to Dylan. Email Dylan at [Dylan.Adams@state.mn.us](mailto:Dylan.Adams@state.mn.us)

## MAPE Community Outreach – Chris Smith

* This month we are focusing on Health Care for all Minnesota
* HealthCare for All Minnesota has a [petition](https://secure.everyaction.com/XyxDIg_mzkaEq-D4NAVZvw2?contactdata=QNaaiWD54zxaR%2bKZD9CcTJ6gQBVbf2ePoZPNYWf1DiKcYfBEFB%2f2wJ%2fyi%2fF1CVx0h3sUK9yRfdj4dtLr%2fmTXfYb8qyjRoglkmdH0o2aXL2akcT3A7KMm8MoKGtAuo1Iby0EX9RS%2fZJHArbckljFhtw7dQrggwto%2bi3xClceMiSI5F9GPE0Pujt1fa3lCsNsljsTfYetPncppwmeRlfpohLBQByZgtm9TkNh0Uh%2bt0hDcvKDeDtmFYhGpPjSi%2bi9ON1IGu178CS1l9wmAJ2GpHg%3d%3d&emci=a385e573-b711-ed11-b47a-281878b82c0f&emdi=c6ccde9b-4912-ed11-bd6e-281878b83d8a&ceid=8464163) for people to sign, to help support the Minnesota Health Plan. The [Minnesota Health Plan (MHP)](file:///\\mn-dhs1.co.dhs\Home\H55\PWGAN29\MAPE\MNHealthPlan.org) is a legislative piece that would create a single, statewide single payer plan that would cover all Minnesotans for all their health care needs.
* Health care for All Minnesota will also have a booth at the state fair. Drop in and say hello!
  + You can volunteer for their booth
  + Reach out at [info@hca-mn.org](mailto:info@hca-mn.org)
* You can find more information on the [Health Care for All Minnesota Events page](https://www.hca-mn.org/hcamn-calendar/)

## Contract Planning and Negotiations – Christine Retkwa

* A MAPE negotiations survey was sent to members at 4:35 PM on Monday August 8th. **Please complete the survey!** This survey helps us learn whattopics of interest matter to you and the actions you are willing to take to achieve them. We want to know members care about and what matters most**.** After we evaluate the surveys we will then begin preparing our proposals. Last year we had 36 proposals which came from our members.
  + If you did not get a survey, do not ask someone to forward their survey to you. Everyone should have their own survey associated with their email address.
  + If you did not receive the survey, check your junk mail folder. Also make sure you add survey monkey to the list of accepted emails? Instructions are here: <https://help.surveymonkey.com/en/account/allow-list/>
  + If you did not receive the email and it is not in your junk mail folder, reach out to [cisaacson@mape.org](mailto:cisaacson@mape.org) to make sure your email address matches email in State records. If your email address in MAPE’s records is correct and you still did not receive the survey, reach out to Cynthia Isaacson and have her resend the survey to you.
* Join the CAT! We need 100 action takers for our Contract Action Team (CAT)! Contact Christine Retkwa to get involved. Reach out if you are interested in being a coordinator or doer/action taker by contacting Christine at [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)
* First contract listening sessions will be in August - be a part of these discussions! The Contract Action Team will be specifically invited to a listening session - and there will also be upcoming open invitations to anyone in the local.
* Language pay differential is implemented at the discretion of each agency. It’s through each agency’s Meet and Confer that it will be determined how it is implemented. DHS management is interested in this, but we need people to share their thoughts on how to implement it. This process is not meant to be a burden, it’s meant to give you a voice and help you. The language pay differential is for those who use an additional language than skills in the work environment and/or special events. Currently we have no one speaking up. If no one speaks up, it will not happen.
* Sign up to be a MAPE member so you have a voice!

## Political Council –Nicole Juan

* The Political Council will be meeting this Friday August 12th up in Bemidji to build up political capacity, meet with members, and answer questions. Next meetings will be in Rochester and then St. Cloud.

## Organizing Council – Lauren Siegel

* The Organizing Council has been partially focused on implemented MAPE scholarships. They have now scored the scholarship applications. If you applied and haven’t heard back the results, you should be receiving them soon.
* Follow-up from June 10th membership recruitment planning retreat: The Organizing Council has reviewed membership recruitment plans, and now it’s time to actually do the work. It’s easy to say we should form a membership committee and hold membership drives, but it’s more important do the actual work and have the conversations. While we appreciate the ability to work from home and the efficiency that comes with it, our information relationships are going down the tube. For us to keep membership and engagement up, need to be more intentional and involved in MAPE. In the past a lot of communication and relationship building came from meeting coworkers in the building at right place and right time. That is not happening anymore.
  + Get involved in talking to coworkers to make sure they are a member. Anyone can reach out to a new colleague. If you are working in the building reach out and say hi. Get to know people even virtually. Our connections do have to be more intentional since many of us are working remotely.
  + Get in touch with Alexis for new employee conversations.
  + Take the extra time you are not spending in a commute to do something for MAPE.
  + Reach out if you have any questions about broader membership recruitment.

## MAPE Political Action Council (PAC) – Nicole Juan

* The **Political Action Council** (PAC) is focusing on getting labor friendly legislators elected. 2101 will door knock for DHS member Amanda Hemmingsen Jaeger's campaign for 47A (Woodbury) on September 8th and September 17th. Please reach out (via personal email) to [njuan@mape.org](mailto:njuan@mape.org) to volunteer!
* This work makes a huge difference to get a contract we want. Email Nicole if you want to find a way to get plugged in even if you don’t want to do door knocking.
* To see volunteer opportunities (updated regularly!) go to the [MAPE PAC website](https://mape.org/committees/mape-pac).
* If you are interested in either the 2101 door knock or phone banking there will be training provided and you are paired up with someone who has experience so you do not have to do it alone.
* Member question: Aside from the survey, and marching, is there anything those of us hesitant to be in large crowds at the moment can do help stand in solidarity?
  + Response: Yes, you can sign up to be a member. Make sure you vote, encourage others to vote, send contributions to campaigns for labor friendly candidates or participate virtually in a phone bank.
  + Here is the form for the Political Contribution Refund Program: <https://mape.org/sites/default/files/files/political-contribution-refund-application.pdf>

## Update from our Regional Director – Vanessa Vogl

* The Board of Directors met last month and will meet again Friday of next week. Last month we talked about the strategic plan which has now been finalized and will start to roll out. The strategic plan is posted on the [MAPE website](https://mape.org/strategic-plan-2022-2027). It is a 5 year Plan through 2027 and has 3 major focuses:
  + People
  + Resources
  + Ideas
* Vanessa is looking into holding a separate session to take a deeper dive into the Strategic Plan and to get feedback. If you are taking a look at the strategic plan on your own and have questions, reach out at any time to Vanessa.
* **Delegate Assembly is Saturday October 8th** and our local still needs people to serve as delegates and alternates. Contact Liz Pearson ([Elizabeth.pearson@state.mn.us](mailto:Elizabeth.pearson@state.mn.us)) to volunteer. [Delegate assembly](https://mape.org/committees/delegate-assembly-da) is our annual meeting to approve MAPE’s annual budget and make changes to our bi-laws.
* 2101 is allowed 9 delegates and 9 alternates. We need you! There will be training provided for this role. Please consider being a part of this important work.

## Meet and Confer – Meron Negussie

* We need reps from 2101 to join the DHS Meet and Confer.
* Contact Meron if you are interested in joining: [mnegussie@mape.org](mailto:mnegussie@mape.org)
* There will be an informational session coming up soon on pay equity.

## MNIT Meet and Confer – Liz Pearson on behalf of Andi Morris

* Meeting Minutes for MNIT will be posted on the [MAPE website](https://mape.org/committees/meet-and-confer-committees/mnit) soon.

## Member Concerns and Other Announcements – Liz Pearson

* Join MAPE at the Labor Day parade at the state fair on September 5 at 1:30 p.m. Parade is from 2-3 pm.
  + Complete the [online form](https://forms.office.com/pages/responsepage.aspx?id=pH3RRPh-dEqOTzzTdfDeqIn9blzSiTNErm1r0M95LzFUNDcwS09EWExVRUtNWDNTSk5KM1AxWkk0MS4u&utm_source=Minnesota+Association+of+Professional+Employees+(MAPE)&utm_campaign=f0ed3372ae-EMAIL_CAMPAIGN_2020_07_11_01_47_COPY_01&utm_medium=email&utm_term=0_ae22298d2e-f0ed3372ae-60725776) to register
* All RSA Hard Tokens (aka Key Fobs) are set to expire 10/30/2022.
  + On Wednesday August 3rd MNIT sent out a survey to everyone who currently has a hard token that will be expiring in October, to choose whether they want to switch to a soft token (app) or to request a new hard token. Please complete the [survey](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2FPages%2FResponsePage.aspx%3Fid%3DRrAU68QkGUWPJricIVmCjOhHonitNhNJluf7I582bL9URVJFQUQwWE1WRVRXS0dUMDZNT1RROVQ1Uy4u&data=05%7C01%7Celizabeth.pearson%40state.mn.us%7C68094743edfb4d35836a08da75620e0b%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637951361261445636%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=G%2FeKZ3TraRHb1g6bBeuRWXsHg671KxhI2mAT6A08S9s%3D&reserved=0) and indicate your preference.
  + If you are already using a soft token (app) you do not need to do anything.
  + If you have questions contact Scott Synstegaard at [MNIT.IAM@state.mn.us](mailto:MNIT.IAM@state.mn.us)
* Request Process for Pay Equity – Local 201 held time for this discussion in their monthly meeting on Wednesday August 10th from 12:30-1 pm (CST). Link for the recording of their presentation is below. There will be a state wide meeting, date TBD.
  + <https://us06web.zoom.us/rec/share/zHQobodaM7yXg_2oQOe_RC8sPy1waG4LfXrLz-WXxy2mDCBHUt9SMX1bWBVcodZQ.Kcs5lkxZj9NLhVTk?startTime=1660152796000>
  + Passcode: c1?\*eL@j
* We are looking for someone who can serve as co-host at our monthly MAPE 101.
* Member question: This may have been asked so I apologize-- when does it come out what MAPE is going to ask for in the contract? I know we are still at the giving feedback stage.
  + Response: It takes months to craft proposals, debate and prioritize. The date our proposals are shared with members is the same date it is shared with MMB and management. This is a strategic process so the other side does not know what is being proposed in advance. **If you want to be in the know, you can volunteer to become a MAPE negotiations committee member.**
* Member question: I recently found out there will be a 1 yr. email retention policy. Will there be any exceptions? For someone like me with years of history that benefits many, this is concerning. Article on DHS today.
  + Response: We have not looked into this, but it looks to take effect in the Fall of 2023 and more information will be coming. Here is the information currently available on the DHS website:
  + <https://dhs.intranet.mn.gov/policies-procedures-forms/instructions-procedures-standards/information-management/email-management-overview/index.jsp>
  + <https://dhs.intranet.mn.gov/dhs-today-central-office/index.jsp?id=1127-523666>
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are: **Amy Wilson, Agne Smith, Morgan Stadheim, and Gloria Smith.** Congratulations!

## Upcoming meetings

Next Officers’ meeting: September 1, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: September 13, 12-1 pm, via Zoom