

# Meeting Minutes

October 13, 2022 via Zoom

## Meeting agenda – via consensus

* Approved

## Lunch Donation – Liz Pearson, President

**Two charities are chosen and each will receive $250. (127 Responses)**

* [**Alight Humanitarian Aid and Disaster Relief**](https://wearealight.org/) **(17 votes)**
* [**Ruff Start Rescue**](https://ruffstartrescue.org/) **(14 votes)**

## Charitable Donations Request

* Motion: Donate $500 to the American Red Cross
* Motion Approved

## Welcome New Members – Alexis Stafford, Membership Secretary

* Welcome to our new MAPE members: **Shea Amaro, Cathleen Darby, Gao Lee, Becky Spanier, Gwendolyn Wright. Richard Le, Ellis Raduenz, Cedar McGuire, Cathlyn Dymit, Lisa Garberich, Renee McKay, Trillian Patneau, Odie Spinelli, Elizabeth Wielinski, Christian Beck**!
* Join Alexis at one of our **First Friday** lunchtime meetings. First Fridays is an informal meeting to connect with other newly hired DHS employees. Alexis will be scheduling the next meeting at the end of this month. First Fridays is a really good space where a lot of people join to ask questions and meet new members. Everyone is welcome to attend. Email Alexis if you did not receive an invite but would like to attend: Alexis.Stafford@state.mn.us
* MAPE statewide membership: Pre-Pandemic statewide MAPE membership rate was 72% and how now dropped to 66%. Our local 2101 is currently at about 74%. We have amazing leaders at our local but it is also really important for you to talk to new hires on your teams about joining MAPE. If you’re not sure what to say, reach out to Alexis for ideas. MAPE needs all hands on deck to do our part in reaching out to a new employees and have a conversation about MAPE membership. We are going into contract negotiations and the legislature pays attention to our membership numbers! Reach out to Alexis for a 1 on 1 about what to talk to people and what to say. You can also send new employees directly to Alexis too.
* We try to reach out to new employees within the first 30 days of hire and answer membership questions. If you want to be a part of our membership recruitment team, we would love to have you! We would like to form a membership committee and there’s lots of ways we can do it. You don’t have to play a huge role, but if you are interested reach out to Alexis. It takes all of us.

## MAPE Stewards – Dylan Adams, Head Steward

* Basic Steward Training is October 14th and Advanced Steward Training is December 9th
* We are always looking for new stewards to join. Please considering signing up. Contact Dylan at Dylan.Adams@state.mn.us if you are interested.

## MAPE Community Outreach – Chris Smith, Vice President

* AFSCME Council 5 voted overwhelmingly to sign on as a coalition partner for Rent Control at their delegate convention the weekend of 10/1 – 10/2
	+ These are issues are always on the ballot and we have to keep fighting for them. Last year St. Paul voters 66% put it in place rent control and then mayor and city council gutted it. Ryan construction came out publicly and said those changes not good enough and weren’t going to keep working in St Paul.
	+ The Senate passed a bill that would have undone rent control votes for both Minneapolis and St. Paul by changing how charters can be changed. If we had a different party in control of the House, this could have been undone.
* We are working with several other MAPE leaders outside of big cities to bring the MAPE booth from the State Fair on the road. Our first big event will be Duluth’s May Day celebration. We’re excited to get that ball rolling and will report back more as we’re able to get out into these events. The ultimate goal is talking about membership. We want to go to International Falls and other cities and towns for events like the Lumberjack Festival. Let’s put up a booth and meet with the general public who we don’t see us all the time.

## Contract Planning and Negotiations – Christine Retkwa, Contract Negotiations Rep

* We are currently working on planning and getting ready to start writing contract proposals soon. Thank you to the people who have been filling out the contract negotiations survey and coming to listening sessions. We can only guess what should be a priority unless we hear from a lot of members. Tuesday October 18th at noon is the last listening session for you to express your thoughts, concerns and goals as we prepare for negotiations for our 2023-25 MAPE contract.
* Common themes from listening sessions: Cost of Living Adjustment (COLA), healthcare options, ensuring workplace flexibility, over use of temporary unclassified status, barrier to advancement and leave, and sick time options were some of the top concerns. About 40% people in Local 2101 filled out the survey, similar to across the state.
* We had a meeting with Governor Walz, our negotiations committee chair people, and MAPE staff that we need a meaningful pay increase. The governor said yes, I hear you that pizza parties won’t cut it. He also said things similarly about temporary unclassified over use last year and never made any meaningful changes. We all need to act, be present, and remind this matters. Management, Human Resources, the legislators, Governor need to know MAPE members are watching, paying attention being vocal, and visible. We need a majority of members to participate in contract action. We have 8 Contact Action Team (CAT) coordinators. We need more! 100 action takers is not the majority of our 1200 members. We need people to do things, reach out to members and be visible to those who make the decisions. Be a coordinator to your peers and contacts in the organization. Or be an action taker. Do you want a strong COLA?
* We hear how busy everyone is. We are dedicated to our jobs but there are rights in our contract for taking breaks and getting overtime. Claim them! What is the contract for if we don’t claim our rights? Studies show how beneficial for mental health and productivity breaks are. What we need is not “No Breaks.” We need more staff! Don’t fall into this trap. Begin finding ways to take breaks. Pet your furry friend, stare out the window, or eat a slow lunch 4 days of each week. On the 5th day, do something for yourself as an employee and union member and participate and learn. What we normalize as expectations will never un-normalize. We need members to be engaged. You are a part of a union, we are in this together.
* Please help get new people engaged in MAPE. Membership is declining but we have many opportunities to get involved. Participate in [MAPE-tober](https://mape.org/mape-tober). Do text or phone banking. Participate in a political campaign. Look for opportunities with your local legislators. We need to all of us to be active and out there. You need to be engaged!
* Related to contract – The new multilingual pay differential is included in our contract and is an option for agencies to adopt. MNIT will not be adopting this since they did not feel is was relevant, but it is more appropriate for DHS staff who are public facing. People engaged in this are Deaf and Hard of Hearing Services and also Rebeca Sedarski. They are meeting with DHS HR and Meet and Confer chair Tonja Rolfson on October 17th to begin the discussion of fleshing out a policy. DHS is open to it but we don’t have the terms defined. If this pay differential could apply to you, reach out to Rebecca and Christine at rebeca.sedarski@state.mn.us and Christine.Retkwa@state.mn.us

## Political Council – Nicole Juan

* The Political Council held a meeting in St. Cloud to meet with members in the St. Cloud area to get labor friendly officials elected. This coming Friday and Saturday will be a MAPE door knock. The Political Council has been signing up for shifts. We want to talk about membership and get more active. When working in a virtual space we don’t get to see each other in the halls, so it is nice to have face to face conversations.

## Political Action Council (PAC) – Nicole Juan

* There was a PAC board meeting with Governor Walz. We are highlighting differences on what is at stake in this election: Cuts to funding for state agencies, cutting income tax, our contact, and paid family leave. The elections are very close right now, less than a month until re-election. We are looking for MAPE members to step up, talk to family and loved ones to make sure they are voting. Join us with door knocking or phone banking. Check out the [MAPE PAC website](https://mape.org/committees/mape-pac) with phone bank and door knock info and candidate endorsements. Contact Nicole at njuan@mape.org if you want to sign up. Reminder: You can take time off work to vote on Election Day. Nicole will talk about what these proposals mean at the next MAPE 101.

## Member Concerns and Other Announcements – Liz Pearson, President

* Brandin is looking for someone who can serve as treasurer for 2101. He would like to step down in 2023 due to the changes in his job responsibilities. He is available to help onboard and support his replacement. The work is not super complicated and has been fun. A majority of the work is keeping track of spending and taking care of good and welfare requests. We have new spreadsheets that automate a lot of the work so it only takes half the time. Approximate time commitment is 3 hours a month. Reach out to Brandin if you are interested: brandin.barren@state.mn.us
* The State’s open enrollment period for 2023 eligible employer-sponsored benefits is October 27 - November 16. Between the health insurance, dental, and retirement options, it can be a lot to navigate. MAPE Local 2101 is leading a lunch and learn discussion on open enrollment on Wednesday, October 26 from 12:00pm – 1:00pm. This discussion will focus primarily on the MN Advantage Health Plan. MAPE members who have experience navigating these open enrollment decisions and accessing benefits will lead the discussion and share insights from their own experience. Our collective knowledge can sometimes be the most useful –so please join us to learn and share! The Zoom link will go out in a reminder on October 26th. <https://mn.gov/mmb/segip/2023-open-enrollment/>
* In September, Linda Wolford and Stacy Enders, made a motion for our local to donate $500 in honor of Direct Support Professional week. The motion that passed in a majority vote was to donate $500 to SEIU with Linda and Stacy deciding how that money would be distributed to DSP workers within that union. In speaking to our state wide Treasurer, it was determined that we could only contribute to the SEIU’s strike fund or hardship fund. Linda and Stacy felt it was better if the fund could go directly to DSP workers and instead the $500 was split equally between MCIL - Metropolitan Center for Independent Living and Upstream Arts. Both organizations were already listed on our lunch donation list. Since the motion passed with a caveat that Linda and Stacy would oversee where the funds would go, the executive team felt that this solution was still in keeping with the local’s vote and did not require a new motion and vote in our October meeting.
* We are looking for someone who can serve as co-host at our monthly MAPE 101.
* Member question: How will communication about Delegate Assembly come out?
	+ Response: A Summary of the Delegate Assembly was included in the MAPE email which came out on Thursday October 13th and is available on the [MAPE website](https://mape.org/news/mape-held-its-42nd-annual-delegate-assembly-third-held-virtually).
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are: **Kate Eifrig, KB Brietzke, Beth Torgerud, and Aric Gregg.** Congratulations!

## Upcoming meetings

Next Officers’ meeting: November 3, 12:30-1 pm, via Teams. Contact Liz Pearson if you would like the invite.

Next General Meeting: November 8, 12-1 pm, via Zoom