# Local 1001 Monthly MAPE Meeting

Thursday, October 20, 2022

Officers Present:

* Kent Barnard (Local President)
* Jim DeLuca (Local Vice President & Interim Membership Secretary)
* Jackie Blagsvedt (Region 10 Director)
* Shannon Thompson (Treasurer)
* Axelina Swenson (Region 10 Negotiator)
* Dan Engelhart (Business Agent)

Treasurer’s Update:

* Balance of local’s fund as of end of September 2022: $21,655

Board of Directors’ Update:

* Delegate Assembly two weeks prior
	+ Wrap-up article in most recent MAPE newsletter
	+ Delegate follow-up survey is out available to delegates
	+ Region 10’s sponsored resolution passed with no objections or amendments!
	+ Budget passed – dues were *not* raised as part of this budget
	+ Resolution increasing how much MAPE volunteers can be reimbursed for meals passed

Business Agent update:

* Introducing the Contract Action Team, AKA: The Communication and Action Team
* Goal is to enlist ~1,500 members from across the state who can commit to maintaining relationships and communication with 10 or more fellow MAPE employees, encouraging membership first and foremost but also being able to quickly mobilize membership for contract negotiating actions and union feedback.
* Local 1002 is organizing two separate door knock opportunities, this coming Saturday 10/22/22 and the following Saturday, 10/29/22. Local 1001 members are encouraged to participate as well. Join and participate to support pro-labor local and statewide candidates!
* Frontline worker pay should have been received by all applicable employees by now.
* Student loan forgiveness – deadline for public service applicants is the end of October 2022!
* Multiple action & engagement opportunities still available for MAPEtober 2022. Registration links posted in chat and can also be found online at the MAPE.org website.

Negotiations Update:

* Axelina has a new MAPE email address: aswenson@mape.org
* Proposal Pathway has been identified for the proposal that will be sent to MMB as part of the next round negotiation
* Specific items being discussed for inclusion in contract negotiation are divided into discrete “issues”, which are assessed via four stages:
	+ Problem ->
		- Solution ->
			* Group Vetting ->
				+ Draft Language
* What’s the rough criteria for an “issue”? “Widely & deeply felt”, but that can mean it impacts 10 people or 200.
* Issues added to the Jamboard:
	+ Vacation Accrual Rate Refinement (new hires and remove bottom tier) - already submitted
	+ Vacation to Deferred Comp Conversion – submitted
	+ Hearing Aid Affordability - Already Submitted Can we get some $ to go towards hearing aids from the place that we already get them from?
	+ Review similar job descriptions- but different pay ranges/scales for equity
	+ Close/eliminate disparity in compensation between private sector and state jobs.
	+ Cost of living increase that equals the rate of inflation
	+ Disability accommodations process going through supervisor approval
	+ Fewer restrictions on who can request vacation donation, and who donors can select as the recipient.
	+ Change severance pay to 35% payout of ALL sick leave as other unions enjoy. Instead of 40% first 900 hours and 12.5% of everything above 900 hours as the contract allows.
	+ Conversion of sick leave to vacation (After a certain level- conversion at a selected rate)
	+ Health insurance partial payments for gym memberships
	+ Local members can continue adding items to the board at their leisure
* Next big CAT action will happen in January 2023
* Healthcare updates:
	+ Fertility treatments *are* available now as an employee benefit, but only through Healthpartners. $30K lifetime cap, but medications used as part of fertility treatment are covered by our prescriptions plan*, not* the specific fertility coverage limit.
	+ Deadline for locking in the $70 deductible benefit for next year is the end of this month

Membership update from Jim:

* Up to 64.42% membership for 1001; upward mobility!

General updates from Kent:

* Open officer positions! Local 1001 still needs a membership secretary, as well as a meet & confer representative from MnDOT.

Lottery Update from Dallas Apfelbacher:

* Lottery meet & confer will begin in earnest as soon as the election is past