MAPE Local 1801 Meeting

January 10, 2023

12:00-1:00 p.m.

In person meeting for DNR location.

Roll Call—

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| --- | --- | --- | --- |
| 15 | Anne Hall | 6 | Wael Abdelkader |
| 5 | Lorna King | 1 | Brittany Nosbush |
| 16 | Molly Tranel Nelson | 10 | Ben Nwachukwu |
| 9 | Pat Lee | 20 | Lynn |
| 17 | Nicole Bredesen | 11 | jgibbs |
| 7 | Melissa Rothwell | 3 | Ellen Preisinger |
| 14 | Megan Howard | 12 | Bvander-poel |
| 8 | brakow | 13 | Taralee |
| 9 | J Chavez | 4 | Paula Paplow |
| 18 | Christy Johnson | 19 | Gretchen Sharmer |
| 20 | Theresa Ireland | 2 | Logan Schrader |
| 24 | Joseph Zimmerman | 21 | David Kratz (mndot) |
| 23 | J Guggisberg | 22 | Karla Ihns |
|  |  |  |  |

1. Report from Officers
	1. Treasurer’s report-

Local balance $

Mape Central- $ 34034

Hasn’t received statement yet for Jan. Nov drawing paid, Dec not paid yet. Scholarship expense coming in soon. Audit will be coming due soon. Tara needs 3 non-officer volunteers to go over the checks. Brittany Nosbush, Ellen Presinger, Ben will all help.

1. Membership Secretary- Lorna moved to approve both reports, Anne seconded. Passed.



58.84% members, 41.16% non-members

Ellen Presigner and Dustin Deadrick are new members. No dropped.

1. BA report- David

A few years ago we went to negotiations thinking it would be a good round, but we learned we can’t rely on politicians to have our interest, so we need to push them from a strong position. In Jan and March expect an uptick in communications around making our position stronger.

David gave an educational talk about using sick leave- Sick leave is something that the employer technically holds, so you can’t take it with you when you leave state service. They have authority over your sick leave bank. You can take vacation accurals with you when you leave. This is why your sick leave accruals never increase. Everyone gets the same. How sick leave plays into performance- under the policy, under MMB,

DOC has an example of 5 instances of sick leave used is considered excessive…. However the state policy is 6 instances. An instance is a particular day sick, and counts within the whole year. A pre-approved For your kids you can use an unlimited amount of sick leave, so this can’t be counted against you. State can request a doctor’s note or FMLA. 3 instances in a row can trigger a request for FMLA. It is their obligation under the law to reach out and check with

FMLA is a more appropriate mechanism to use on-going, regular appointments. It can be used more than once a year. You get 12 weeks, could go into 26 weeks if it is over two fiscal years. It is an unpaid leave that was created to protect mothers to not lose their job during pregnancy. It has evolved to cover more conditions, and for all people. It goes on the fiscal year. If I run out of FMLA, through the reasonable accommodation/ADA structure you could get additional time. FMLA is calculated based on hours (example of 1 hr of PT 3 times a week, only 3 hrs used).

One of the keys is to get pre-approval for doctor’s appointments with the supervisor, and making sure the employee is communicating with the employer.

**Article 12- covers sick leave.** It doesn’t define excessive or abuse, so no investigation can even be done until you reach that 6 instances. It is very uncommon for a discipline case against employees for sick leave.

1. Negotiations Update- Gretchen – Still looking for CAT members to let people know what is going on with negotiations. If you have ideas but it is not fully ‘cooked’ just let Gretchen know and she can work on it. We need to try to get 19 new members by March 1st. If anyone is interested in taking a day off to do recruitment that would be appreciated and could be compensated. David explained the new initiatives- rollout of the bargaining platform. This involves calling, meeting people at the workplaces, and door knocking for work at home people. So we can reach people about the negotiations issues and also to get new members so we are stronger at the negotiation table. 19 was based on the overall percentage of employees- gets us to a higher percentage. We want to reach out to a large percentage of people. We want people’s cell phone numbers so that we have a rapid response team to have a text campaign to let know what is happening in real time. These will happen in concert with each other. We want to increase our overall numbers since we are now below 70% so new people starting are not getting timely new employee orientation where we can reach out to them. So we are already 2-4 wks behind on contacting them. There is no longer that institutional knowledge about what it means to be in a union. So we need that education of members.
2. Meet and confer updates. Discussion around reclassification and how the Union is notified. This typically happens through the business agent and they can then call a special meet and confer about it.
3. Drawing- Christy Johnson is the winner.

Officers Pre-meeting- we discussed – Molly’s position leaving MAPE, so a new secretary is needed. Special election will need to be held. We discussed bringing forward through negotiations higher rates for meals reimbursement to match the MMA rates.