

# Meeting Minutes

August 8, 2023, via Zoom

Meeting agenda approved – via consensus

## Welcome New Members – Kitra Nelson, Interim Membership Secretary

* Welcome new members: **Amy Harlin, Chad Robinson, Kathleen Vondrum, Kat Preuss, Lindsay Brekke, Jason Rodriques, Malissa Adams, and Janet Marquette.**
* Membership stats: **947 Members, 315 potential members, 75.04% membership rate!** [Join MAPE today!](https://mape.org/join-mape)

MAPE Stewards - Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)

* **Become a steward!**
* Basic Steward Training August 25th and October 27th
* Advanced Steward Training December 8th

DHS Meet and Confer – Meron Negussie, [mnegussie@mape.org](mailto:mnegussie@mape.org)

* We will be ramping up the Meet and Confer group this Fall. If you are interested in being on this committee, or participating in the meetings, contact Meron.
* <https://mape.org/committees/meet-and-confer-committees/dhs>

MAPE Board Update – Vanessa Vogl, [**vanessa.vogl@state.mn.us**](mailto:vanessa.vogl@state.mn.us)

* Delegate Assembly is a half day on Friday, October 27, starting at 12:00pm, and a full day on Saturday, October 28, at the Delta by Marriott in Minneapolis
* Lost time is available for Friday
* Nominations for delegates are currently open and will close on July 19. If you miss the nomination window, you can still be appointed. **We need 11 delegates and 11 alternates for 2101!**
* If anyone wants more information about what Delegate Assembly entails, or would like to see the agenda from last year, please reach out to [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
* Come to the MAPE 101 on July 25, 12-1pm, to learn more about Vanessa’s role as our representative to the Board, what the MAPE Board does, and where it fits into the structure of MAPE.

## Political Council - Nicole Juan, [nicole.juan@state.mn.us](mailto:nicole.juan@state.mn.us)

* The next legislative session starts in February 2024. We will have a smaller agenda for next year. Keep thinking about what our priorities are for our union and what we want to push for.
* There are some seats on the Political Council expiring this Fall. If you are interested in serving on this council, reach out to Nicole with your questions.

Contract Negotiations – Christine Retkwa, [christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us)

We have a [Tentative Agreement](https://mape.org/bargaining?utm_source=Minnesota+Association+of+Professional+Employees+%28MAPE%29&utm_campaign=01ffa369e3-EMAIL_CAMPAIGN_2020_11_10_10_06_COPY_01&utm_medium=email&utm_term=0_ae22298d2e-01ffa369e3-13336031)! To highlight a few items:

* Wage increase 5.5% increase effective July 2023 and additional 4.5% increase starting July 2024, totaling a 10% increase beginning July 2024. The largest wage increase in 30 years.
* Low medical premium increase of 2.5% each of the next two calendar years (~$0.50 per paycheck for employee coverage and ~$3.40 per paycheck for family coverage)
* Expanded length of service credit from past employers for vacation accrual tiers: will be able to apply any number of employers to get credit (as long as needed documentation is provided) – and no longer needs to have been a vacation-eligible position
* Expanded definition of family for purposes of sick and bereavement leave – will follow new Earned Safe and Sick time law, including those who are “related by blood or whose close association with the employee is the equivalent of a family relationship”

Next step is for members to vote starting August 11th and ending August 17th. The result will be shared August 18th. **You** m**ust be a dues-paying member by Aug 4 to vote.  If you are not yet a member – please join NOW!**[**https://mape.org/join-mape**](https://mape.org/join-mape)

More informational sessions on the Tentative Agreement:

* Wednesday July 19th, 12-1 pm via WebEx. Link for the meeting: <https://minnesota.webex.com/minnesota/j.php?MTID=mb955d9c10057e929b5e94f8852e3aafa>
* Wednesday July 26th, 12-1 pm, enroll on [MAPE portal](https://portal.mape.org/Login.aspx) to attend this session.

If the majority of MAPE members vote to approve the TA, implementation begins immediately. No more waiting for the Legislature approval. Thanks to MAPE staff’s hard work to change the law! Back-pay of the wage increase would likely occur by early October.

If the majority of MAPE members vote to reject the TA, this authorizes a strike and the negotiations committee starts over to create a new tentative agreement. The last time MAPE struck was in 2001.

## Member Concerns and Other Announcements

* July is [Disability Pride](https://www.goodgoodgood.co/articles/how-to-celebrate-disability-pride-month) month!
* Our Local 2101 Secretary Gina Smith will be stepping down at the end of the month. If you are interested in becoming our new secretary, please reach out to one of our officers! Thank you Gina for your service to local 2101!
* [Multilingual Pay Differential Policy](https://dhs.intranet.mn.gov/policies-procedures-forms/policies-summary/human-resources/multilingual-pay-differential-policy/index.jsp) effective starting June 7. The policy is intended to compensate qualified employees who are members of the Minnesota Association of Professional Employees (MAPE), the Commissioner’s Plan or the Managerial Plan.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are**: April Beachem, Nicole Warren, Jacob Schwarzinger, Nancy Schultz!** Congratulations!
* Next Officers’ meeting: August 3, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.
* Next General Meeting: August 8, 12-1 pm, via Zoom