

# Meeting Minutes

August 8, 2023, via Zoom

Meeting agenda approved – via consensus

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

* Welcome new members: **Cole Sorensen, Kelly Wolle, Ka Vang, Jeffrey Amundson, Nick Anderson, Erin Rafferty, Matthew Sharp and Eli Miller!**
* Membership stats: **958 Members, 321 potential members, 74.90% 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
* If you need a steward, you can reach out to Cassie or any of the stewards listed in our monthly agenda. You can also reach out to any officer.

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, as in travel costs and a room if you are traveling from a long distance.
* Nominations are closed but if you miss the nomination window, you can still be appointed. **We need 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)

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)!

* 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. [Wage Calculator and Premium Impacts | Minnesota Association of Professional Employees (mape.org)](https://mape.org/wage-calculator)
* 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 dues paying members to vote starting August 11th and ending August 17th. The result will be shared August 18th.**

* We had a lengthy discussion about voting in favor or against the tentative agreement – ultimately the choice is yours alone, and you should be informed of what your choice means.

If you are out of office during the voting period you can access your email through office.com or <https://outlook.office365.com/mail/> and enter your credentials. Make sure your 2-step verification is enabled as it will want to call or text you to verify it is you.

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.

## Member Concerns and Other Announcements

* Our local is looking for a new secretary! Please reach out to one of our officers if you are interested! The local secretary prepares the agendas, takes notes during our monthly meetings, and sends out emails with reminders for our meetings. This is a great way to get involved with our local.
* **MAPE 101:** **Join us Tuesday August 22 from 12-1, via WebEx.** MAPE 101 is an opportunity to take a deeper dive into specific topics with time to answer general questions. An invite is sent to our email list the morning of the meeting, and all are welcome! **This month we are joined by Nancy Schultz who will explain the annual review process.**
* **MAPE will be at the MN State Fair on Saturday September 2 and Monday September 4th.** Come visit us at the AFL CIO Labor Pavilion and cheer us on when we march with other labor organizations at the Labor Day parade at 2 pm.
* [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**: Nanette Echols, Ted Simonson, Sue Kvendru and Deedee Lessinger!** Congratulations!
* Next Officers’ meeting: August 31, 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 12, 12-1 pm, via Zoom