**MAPE Membership Meeting Notes – Local 1002**

**Region 10**

*August 15, 2023*

*Zoom*

*Local 1002 secretary Mike Schultz was on vacation and thus could not take minutes. In lieu of those, summarized notes from Dan Engelhart, Deb Rose, Michael Diedrich, Holly Andersen, and Jackie Blagsvedt are presented below.*

**Contract Update**

The contract is up to a vote of the membership to approve or reject. Contract implementation begins if members approve the tentative agreement. What we need to learn from this bargain is the importance of membership, public action, how we approached bargaining with a power-based approach, and the realities of the final vote. Approval of the contract is recommended by both the Bargaining team and the Board of Directors. We need to continue to build power and bargain from a power-based approach. We also need to focus or recruitment, retention, and the state falling behind as an employer on wages. On this front, we need to track vacancies and message how even if we were able to achieve full staffing it would not be truly enough. We need to document what is not being done and what can be done with better staffing.

**MDE Safety Committee Update**

MDE is reviewing emergency notification systems for in the building and is hoping to make a selection in the next several months. The committee is working on ADA compliant issues with the building. Please send any issues, thoughts, recommendations, etc. to Deb.

**Meet and Confer Update**

MDE is starting the classification study process. Some information about the study has been shared with managers, and MAPE-represented workers may start hearing about it in their divisions. This is the first phase of a change that we’ve been asking the agency to make for a while. We are cautiously optimistic that this will lead to some much-needed updating and expansion of the classifications that MDE uses. None of this work will result in people’s classifications changing automatically. If/when the agency updates the classifications it uses, people who believe they should be in a new or different classification can go through the reallocation process. The general timeline involves collection of information in the fall and submission of proposals to MMB in the winter or spring. MAPE leaders will be monitoring this closely and in regular communication with management about it. If you have any questions or concerns, please let us know so we can do our part to keep this process moving in the positive direction we hope it will.

**Membership Update**

The contract vote provides a natural way to bring up MAPE with colleagues. You are encouraged to ask your colleagues if they’ve voted, in order to promote union involvement. This may also provide an opportunity to promote membership to those who are currently unable to vote due to not being a member.

**Board of Directors Update**

Delegate Assembly will be October 27-28 this year. Jackie is a member of the Finance Workgroup. They are preparing the 2023 Financial Report and 2024 Budget Proposal as well as a Dues Update Proposal. These proposals are brought to the Board of Directors to be voted on to be presented at Delegate Assembly. Delegate Assembly is responsible for passing our annual budget. It’s been nearly 11 years since we raised dues. As our 2022 Financial Report forecasted, we’re unable to maintain our operations at the current dues amount, bargaining unit size, and member percentage. It’s time for us to both increase our revenues and design a more fair and sustainable way of assessing membership dues. It’s time for a dues update. We anticipate that the updated dues structure will take both our time and our money into account and will set caps so that no one will need to work more than a set amount of time or pay more than a set amount of money to be a member of our union. Local 1002 members discussed how this way of assessing dues might impact individuals’ paychecks. Jackie shared that the union plans to create a dues update calculator and talking points toolkit and host a Dues Update Forum in advance of Delegate Assembly. The Board will vote on the dues option on August 18. Jackie will lead further discussion and present final proposal details at the September Local 1002 meeting.

**Next Meeting**

September 19, 2023

11:30-12:30

Zoom

*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*

*Special shout-outs to Dan Engelhart, Deb Rose, Michael Diedrich, Holly Andersen, and Jackie Blagsvedt for keeping meeting notes in my absence! – Mike*