**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*November 21, 2023*

*Zoom*

**Roll call of officers:**

Maurice Wilson, president – not present

Jon VanOeveren (JVO), vice president – present

Kristine Anderson, treasurer – present

Holly Andersen, membership secretary – present

Mike Schultz, secretary – present

Michael Diedrich, MDE meet and confer chair – present

Axelina Swenson, region 10 negotiations representative – not present

Jackie Blagsvedt, region 10 director – present

Dan Engelhart, MAPE business agent for Local 1002, was also present.

**MAPE Elections Update**

Election information is available at the [MAPE website](https://mape.org/resources/mape-documents/mape-internal-election-information), which has been updated based on a Delegate Assembly resolution. There is one contested position at Local 1002: Vice President. Personal statements from Ann Mitchell and Roberto Reyes can be found on the [MAPE website](https://mape.org/candidate-personal-statement). The agenda was later amended to allow Ann and Roberto to provide personal statements at the meeting.

**Treasurer Update**

Kristine presented the draft proposed budget for fiscal year 2024. MAPE’s fiscal year is the calendar year. The budget will be voted on in December. The budget is based on an assumption of 270 members in the local. MAPE requires the budget to be balanced. The proposed budget also includes planned spending from reserves.

**MDE Meet and Confer Update**

The meet and confer team meets with the MDE executive team on a quarterly basis. The team met with the commissioner at the end of October. The team brought up that some have not been allowed to release timely guidance and assistance to the field. Two members shared their stories and experience with the commissioner. This seemed like new information to the commissioner. He said he would look at barriers at the executive level.

Regarding the classification study, HR has received responses from most who were contacted. Staff in Early Learning Services were included late in the process. The study will not be used for individual evaluation and determination. The study is about systematic implementation of classifications at MDE. HR will put together proposals to MMB in April in response to the completed study. The meet and confer team will be in regular communication through this process. MMB will then review – we will likely know proposed changes and timeline for implementation in Summer 2024. If new classifications are developed, individuals can work with their supervisors to request reclassification. (Reclassification will not happen automatically.) Remember that the performance sync process provides an opportunity to update your position description – make sure it reflects the depth and scope of your work at MDE.

Regarding travel reimbursement, current reimbursement does not make sense given telework, as it is based on the assigned work location (MDE office) vs. where many typically work from (home) per telework agreements. This is a statewide issue. Michael has discussed this with other meet and confer chairs at MAPE and the MAPE statewide president. MAPE will be creating a proposal for MMB to review. The long-term solution is updating the contract.

Meet and confer remains involved in the Department of Children, Youth, and Families transition process. The transition office has a newsletter that you can sign up to receive on Inside MDE, or you can reach out to HR.

Management shared the results of the employee engagement survey and an action plan is being developed.

Accessibility of the office building is also being addressed. For example, there is an issue with the distance between the card scanner and the door, in that the unlocked state times out before the door can be opened.

**MDE Safety Committee Update**

The accessibility issues mentioned above were also brought to management during the safety committee meeting. The active warning system is currently being rolled out.

**Board of Directors and Dues Update**

The expenditures budget and revenues budget both passed at Delegate Assembly. There were no questions on expenditures and a few on the dues update. The vote was by voice – there was no vote tally. Dues per pay period will be 75% of the hourly rate starting in January, capped at $32.50. At the board of directors meeting, directors discussed how to engage members about the dues update. Jackie shared why it’s important for her to have a powerful union.

**Delegate Assembly Update**

Three resolutions were approved outside those related to the budget. First, the term chief steward will be retired and replaced with another term to be determined by the employee rights committee. Second, terms for statewide positions will move from two years to four years, limited to two terms. The proposal was for unlimited terms, which was not popular. Third, elections for negotiations representatives were moved up to Spring so they will have more time to be onboarded and to develop contract proposals.

**Membership Update**

The Great Labor Bake Off will be at 10:00 a.m. at the MDE office in the first floor kitchen area. Awards of MAPE swag will be given to whomever creates the best tasting dish, and to whomever incorporates the theme of “union” the best. Judges are needed. There will be a raffle for gift certificates. If you bring in a new hire who has been at the agency for less than a year, you will receive an extra raffle ticket. Please sign up if you are baking.

**Business Agent Update**

Contested elections are good! Please reach out if you are experiencing challenges, sooner than later. If you see something that seems not right, let us know. An opt-out union email has recently been received at state email accounts.

**Raffle Winners**

Scott McKenna

Marah Weidensee

**Next Meeting**

December 19, 2023

11:30-12:30

Zoom

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