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| **Order of Agenda** | **What to do or discuss** | **Time** |
| **Call to order:** | President | 1 min |
| **Approve previous minutes** | Review and motion to approve.  October 2023 minutes: [https://mape.org/locals/1601](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Flocals%2F1601&data=05%7C01%7Cmel.markert%40state.mn.us%7Ca014cd506048489915e208dbef4fd45e%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638366898362831521%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=gJSLXeLc4HdzTUuhtn4j0P4x%2By%2BVtp8wzYoWyFJ3toY%3D&reserved=0)  *Motion: Christina Sundgaard*  *Second: Sean Higgins*  Introductions: 20 people online | 2 min |
| **Presidents Report:**  **Laura Czech** | Introductions and time allotted for any motions from the floor. | 5 min |
| **Treasures Report:**  **Kevin Martini** | Local Financial Standing.  *Approved spending for gas cards which is the main expense for the year. Doing good.* | 3 min |
| **Chief Stewards Report:**  **Jesse O’Connor** | Updates on any issues in the region.  *Jesse unavailable* | 7 min |
| **Membership Secretary:**  **Susan Sunde** | Membership totals.  72.27% members  27.73% non members  *Membership did go down a little from the past month due to some new hires and retirement.*  *Membership drive coming up in December so hopefully we will see the numbers up again after that.*  *If you know of new hires in the last year, check in on them and see how they are doing or if they have any questions about MAPE. Or direct them to Susie.* | 2 min |
| **Regional Negotiations Rep Report:**  **Susan Sunde** | Update on any contract information. Negotiation plans and CAT.  *No big updates. There was a vote for the MOU for temp unclassified work out of class accrual rates for sick leave.*  *MOUs are the only way to make contract language changes outside of negotiations and they are something we can try to include in the next cycle.* | 7 min |
| **Regional Directors Report:**  **Darren Hage** | Update on any regional business.  *DA was held in the cities last month. There were three resolutions. 1) Change the title of “chief steward” to something else, chosen by that local/lead steward. 2) Statewide officer terms increased, and may serve 2 consecutive 4 years terms. 3) Election rules amended for clarity concerning a special election for DA each year and each negotiation cycle.*  *The budget forum also occurred and was split into two areas of focus. One to approve budget and one to approve revenue. Lots of conversation about both and they both passed. This means the dues restructure will go into effect in January. The new structure is 75% of one hour of work per pay period. For some people it will increase for others it will decrease. The dues will be capped at $32.50 a pay period.*  *Due calculator and additional info:* [*https://mape.org/dues*](https://mape.org/dues)  *Part of restructure was to make dues more equitable and accessible for new state workers. We know the cost of everything has gone up and this impacts the people at the top of their scale, but it’s generally more difficult for those only making $25 an hour to feel comfortable affording dues.*  *Questions/comments can be directed to Darren.*  *For reference, If you’re at $28 an hour your rate remains the same. If you are below that they go down and if you are above that they will go up. $42 an hour is where you hit the cap.*  *The last dues increase was roughly 11 years ago. Which means we have probably fallen behind more than we noticed. In previous discussions was addressed that this year might be the first year we fall behind on the budget and we did.*  *Trying to fight the anti-union movement in the wider scale became a bigger focus than dues, but it got to the point they needed to be addressed.*  *the dues change will also help in not having to address the dues increase as often as it will go up with the percents of increases over time as well but that it doesn’t mean we won’t still need to readdress it sometime down the road.*  *We understand it’s not a popular move to ask those who have been with the state for years to pay more, but it is a roughly a $1 a year increase from the last time dues were raised.*  *We need to have money to pay the MAPE staff and keep the union moving so we can hold more power and be taken more seriously in negotiations. We also need money for committees and having our place at the capital.*  *Comments:*  *Have not gotten a lot of feedback in the last year. ASFCME is paying significantly higher than out own. $38 a paycheck on half the income.*  *Faculty at the college got a 2.6% increase this year.*  *There is still some sting of having the dues increase.*  *Concern that 8% of the COLA will go to dues increase. We acknowledge that dues will go up for some, but they are a percentage and not everyone is impacted the same.*  *Had the dues adjustment been voted down, we would start back at square one in regards to making changes/updates.*  *In response to the concern about the percentage of the COLA being taken: we’re talking at the max an $11.50 dues increase a pay period vs the 5.5% COLA this first year that increased the example pay rate by $150-$200 per pay period. If you add up both COLA’s (this year and next), it’s $11.50 (at max) in dues compared to the roughly $336 or so in COLA increase per pay period (based on the example presented during the meeting). Pay rate will differ per member.* | 7 min |
| **Organizing Business Agent:**  **Amanda Prince** | Updates on any organizational business.  *We have increased rights concerning new employees and employer has tighter timeline to let us know when there are new hires. The employer declined a meeting to talk about what this could look like.*  *Keep an eye out for new employees since MMB is not interested in talking about how to enforce new rights.*  *There’s a steward retreat coming up. It will be a little different this time around as it will be bought to the regions and not all in the cities. If you have ideas please reach out to Amanda.*  *Membership drive coming up. Please stay tuned for more information or reach out if you want to help.*  *At DHS there are issues with vacant shifts and what those assignments look like. We know that’s an ongoing issue. They are providing training to some members, and then they get assigned more shifts. Leading to conversations about what is MAPE employee’s responsibility v. AFSCME.*  *DNR is changing the process from the previous agreement for employees looking for a transfer to another location in the same position. They say they are being directed by MMB to look to employees who are not outside candidates.*  *Seeing more and more performance evals happening. There are two ways membership can respond. There is an appeal process within 30 days and the contract allows for members to submit paperwork to address specific items in the evals.* | 7 min |
| **Political Council:**  **Chet Bodin** | Updates on any political council business.  *Chet not available*  *Darren wanted to share that Susie was up for an award at Delegate Assembly for increasing membership. She and Laura and Darren have done a lot of great work, but many others have stepped up to recruit new members too.*  *Thank you to everyone who has helped make this possible and reached out to new employees.*  *1601 was recognized as one of the most improved Locals overall! Thank you to everyone who has helped keep things moving! We don’t see a lot of out state recognition so it’s great to see this.* | 7 min |
| **New Business** | Union Dues, Membership Drive  *Looking to Susie for what help she needs/wants for the drive. This might include site visits after the 1st of the year. In the meantime, cards should be coming out as normal. Right now just she’s waiting for the cards to show up to be sent out*  😊  *Susie has been spending out of pocket for mailings, motion to buy stamps for Susie (membership secretary). Roughly $70 for all the stamps. An expense sheet from the recruitment fund with an expense sheet will be used for reimbursement rather than a vote to purchase supplies.* | 5 min |
| **Old Business** | Strategic Plan | 1 min |
| **Good and Welfare** | *Sean Higgins has been helping with service credit adjustments. There are a handful of people who have been approved and it was a relatively easy process. They want specific dates (exact days) on the submitted resume. Responses from HR were sent within a couple weeks. Someone got 17 years credited!*  *Documentation from previous employers is no longer required.* | 1 min |
| **Gift Card Drawing** | Christina or Kevin will draw  *Winner is Sheri Reuss!* | 1 min |
| **Next meeting** | 01/23/24 (no December meeting due to Holidays) | 1 min |
| **Adjourn** |  |  |