# MAPE Local 2101

# Monthly Business Meeting

Tuesday January 9, 2024

12:00- 1:00 PM Central Time

Zoom (Virtual)

Join Zoom Meeting: <https://us06web.zoom.us/j/89503555870?pwd=eUdJRXNMUFZRcnlkQ0tpUjVKek5xQT09>

Meeting ID: 895 0355 5870

Passcode: 222101

## Housekeeping

Approval of Today’s Agenda – Approved by consent

## Agenda

* Gift Card Winners! **Mike Palmer, Elias Miller, Carol Von Ende, and Jacob Suttles!**
  + We will hold off on sending out the gift cards until after the budget has been voted on.
* Membership Secretary - Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
  + **Welcome new members: Richard Quach!**
  + **Membership stats: 974 Members, 371 potential members, 72.42% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
    - Anyone who wants to be part of the new membership committee are welcome.
      1. This committee would be volunteers who would work on welcoming new employees and introducing them to the union, present important items for new employees, and asking them to join the union.
      2. Please reach out to Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us) if you are interested in helping!
* Next Lobby Day is March 19th at the Capitol. – Chris Smith [Chris.j.Smith@state.mn.us](mailto:Chris.j.Smith@state.mn.us)
  + You’ll get lost time for attending.
    - You can take union leave for this event and MAPE will pay your regular wage for the number of hours you miss. You must have the union leave approved by your supervisor.
  + This is the first step to ensure we have favorable conditions for a good contract, so please attend!
    - Tip: Block off your calendar if you plan on attending so that people don’t schedule meetings on you.
    - It is a lot of fun! Lot’s of energy and a great way to meet your fellow MAPE members.
    - Relationship building with your legislators. Last year, we were able to get commitments from specific legislators and this helps the MAPE cause.
  + If you’d like to volunteer to help build turnout contact Chris
    - If we could get a 1,000 people to show up, this would make a major difference in our ability to negotiate a strong contract in 2025.
* 2024 Proposed Budget for local 2101 – [Liz Pearson](mailto:elizabeth.pearson@state.mn.us)
  + 2024 proposed budget – questions or comments
    - Full details on the proposed budget can be found in a separate attached document to this email.
    - Social Events
      1. Please reach out to [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) or [Becky Busho](mailto:becky.busho@state.mn.us) if you have any ideas for social events in 2024
      2. Day at the Park
         1. Unions were not made aware of this event until it was too late to have a presence in 2023, but if DHS does it again in 2024, we want to have a presence there. Jill Sweiven is going to make sure it is suggested at the next Ambassador meeting.
    - Suggestion to open up the gift cards to other grocery providers other than Cub Foods
      1. Target and Amazon are notorious union busters, but Lund’s & Byerly’s and Oxendales were suggested.
  + Members will receive an email the week following the meeting to vote on the proposed budget.
  + Thanks to the volunteers for signing up to participate in the financial audit for 2023!
* MAPE Stewards – Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)
  + **Become a steward!**
  + Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
  + January 26th basic steward training
    - Sign up for the basic stewards training in the events section of your portal in the MAPE website - [Home | Minnesota Association of Professional Employees (mape.org)](https://mape.org/)
* Political Council – Nicole Juan [nicole.m.juan@state.mn.us](mailto:nicole.m.juan@state.mn.us) / [njuan@mape.org](mailto:njuan@mape.org)
  + New Community Engagement Officer role – Welcome to Chris Smith as our inaugural, temporary CEO. Reach out to learn more about this role!
  + Political council is spending most of their time right now preparing for Lobby Day at the Capitol and encouraging members to attend precinct caucuses on February 27.
* MAPE PAC
  + Looking at endorsements for the 2024 election cycle
    - MAPE PAC does not endorse any federal candidates
    - MAPE PAC endorses Minnesota state and local races; this year, we are focusing on the MN house of representatives and select local races where MAPE members (current or former) are running.
    - Endorsement screenings start later this month
    - National Primary calendars can be found here: [https://www.npr.org/2024/01/09/1219357967/2024-election-dates-primaries](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.npr.org%2F2024%2F01%2F09%2F1219357967%2F2024-election-dates-primaries&data=05%7C02%7CDavid.J.Freeman%40state.mn.us%7Cb500a3c637754d75f2d308dc116147d5%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638404356707597097%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=dHlucjqebU3UR%2FK0nhrjIhM9NShmNynNIkLshaqUUwQ%3D&reserved=0)
  + Some legislators are retiring at the end of the current session.  A list of retiring legislators can be found here: [Legislative Retirements - Minnesota Legislative Reference Library (mn.gov)](https://www.lrl.mn.gov/history/retire)
* MNIT Meet and Confer – Andi Morris [andrea.morris@state.mn.us](mailto:andrea.morris@state.mn.us)
* DHS Meet and Confer – Tonja Rolfson [tonja.rolfson@state.mn.us](mailto:tonja.rolfson@state.mn.us)
* Board of Directors – Vanessa Vogl [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
  + Anyone interested in joining the board meetings are welcome. We especially invite you to join us for Peter Rachleff’s teaching moments 9:00-9:30am, as well as member comments at 11:30am. Reach out to [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us) if you are interested in getting the Zoom meeting link.
* Other Announcements
  + Student Loan reimbursement committee – Christine Retkwa [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)
    - Some agencies are implementing this, but not all. The contract has the benefit written into it, but only at the discretion of the agency.
    - If you want this to be a benefit, we need your support! Reach out to [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us) if you have any interest in joining the workgroup.
  + Save the Date! **MAPE Day on the Hill, Tuesday March 19, 2024.**
  + **MAPE 101:** MAPE 101 takes place from 12 to 1 pm on the 4th Tuesday of the month. It 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!
  + [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.
  + Make sure to know the difference between being classified as a remote work employee vs telework employee. Example, if you are a telework employee, you do not have your drive time to the office covered by your hours.
    - If you have questions about this difference, please reach out to [Kitra Nelson](mailto:kitra.nelson@state.mn.us).

Next Officers’ meeting: February 1, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: February 13, 12-1 pm, via Zoom

## Important Notes:

* If you are encountering managers or supervisors who are opposing your preferred location for work, **(this includes your preference to work in the office)** please reach out to a steward! For telework agreements, contact the Telework mentors directly at [dhs.teleworkmentors@state.mn.us](mailto:dhs.teleworkmentors@state.mn.us) or contact Kayoua Khang Moua, [Kayoua.KhangMoua@state.mn.us](mailto:Kayoua.KhangMoua@state.mn.us).
* Stewards meet monthly. Sign up for Steward Training on the MAPE website: <https://mape.org/resources/training/classes>. A steward is a MAPE member who learns our contract inside and out to help fellow MAPE members with contract-related issues. A steward is someone other members can trust with their questions and can help file grievances. It’s an important and fulfilling role! **Contact Head Steward Cassie Stewart** ([cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)) or any of the other stewards for more information.
* **Vacation credit for previous employment:** When submitting a request to HR for a vacation accrual adjustment, you must provide documentation of your previous employment where you performed work like what you do for the State of MN. This can be a letter or email from the company. MNIT Employees simply need to email their updated resume, including dates of employment in the month/year format (MM/YYYY).
* The language for the length of service credit is located in Article 10 of the contract. (Page 18 of the pdf)

DHS employees submit your documentation to Mary Buss [mary.e.buss@state.mn.us](mailto:mary.e.buss@state.mn.us) MNIT employees, submit your information to [MN\_HR\_VACCREDIT@state.mn.us](mailto:MN_HR_VACCREDIT@state.mn.us). If you have questions, please reach out to an officer or steward!

* **MAPE 2101 Facebook Page** <https://www.facebook.com/groups/mape2101/>
* **MAPE 2101 Yammer** <https://www.yammer.com/state.mn.us/#/threads/inGroup?type=in_group&feedId=23932387328&view=all>
* Fill out and submit the Good and Welfare request form**. Copy and paste this link into your Chrome browser,** <https://goo.gl/forms/QQD7d4vETAv6vQGF2>**.**
* **Send agenda items** for future meetings to [David Freeman](mailto:david.j.freeman@state.mn.us).
* **Contact our Membership secretary** or any MAPE officer if you:
* Are a new MAPE represented employee
* Recently transferred to Andersen from another local
* Are not receiving our local’s e-mails
* **A drawing** will be held after each monthly meeting for four $20 Cub gift cards.
* **Visit the** [**MAPE website**](https://www.mape.org/)for statewide news and information. MAPE is also on [Twitter](https://twitter.com/#!/MAPE2012) and [Facebook](http://www.facebook.com/pages/MAPE/277856856765).

## Local Officers

|  |  |  |
| --- | --- | --- |
| President | Liz (Elizabeth) Pearson | [Elizabeth.Pearson@state.mn.us](mailto:Elizabeth.Pearson@state.mn.us) |
| Vice President | Chris Smith | [Chris.J.Smith@state.mn.us](mailto:Chris.J.Smith@state.mn.us) |
| Treasurer | Farris Hassan (Interim) | [Farris.Hassan@state.mn.us](mailto:Farris.Hassan@state.mn.us) |
| Secretary | David Freeman | [david.j.freeman@state.mn.us](mailto:david.j.freeman@state.mn.us) |
| Membership Secretary | Lauren Siegel | [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us) |

**Contract Negotiations Rep**

Christine Retkwa [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)

**Regional Director**

Vanessa Vogl [Vanessa.Vogl@state.mn.us](mailto:Vanessa.Vogl@state.mn.us)

**Business Agent**

Meron Negussie (organizing and grievances) [mnegussie@mape.org](mailto:mnegussie@mape.org)

## Head Steward

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

## Stewards

|  |  |  |  |
| --- | --- | --- | --- |
| Dylan Adams | Dylan.Adams@state.mn.us | Alejandro Maldonado | [Alejandro.Maldonado@state.mn.us](mailto:Alejandro.Maldonado@state.mn.us) |
| Bruce Anderson | [Bruce.Anderson@state.mn.us](mailto:Bruce.Anderson@state.mn.us) | Chris Smith | [Chris.J.Smith@state.mn.us](mailto:Chris.J.Smith@state.mn.us) |
| Ilya Garelik | [ilya.garelik@state.mn.us](mailto:ilya.garelik@state.mn.us) | Nancy Schultz | [Nancy.Schultz@state.mn.us](mailto:Nancy.Schultz@state.mn.us) |
| Cassandra Cole | [Cassandra.Cole@state.mn.us](mailto:Cassandra.Cole@state.mn.us) | Moua Song | [Moua.P.Song@state.mn.us](mailto:Moua.P.Song@state.mn.us) |
| Nicole Juan | [Nicole.M.Juan@state.mn.us](mailto:Nicole.M.Juan@state.mn.us) | Heather Prior | [Heather.Prior@state.mn.us](mailto:Heather.Prior@state.mn.us) |
| Liz Pearson | Elizabeth.Pearson@state.mn.us |  |  |

## State Council/Committee Members

|  |  |  |
| --- | --- | --- |
| Organizing Council | TBD |  |
| Political Council  Political Action Committee | Nicole Juan  Nicole Juan | [NJuan@mape.org](mailto:NJuan@mape.org)  [NJuan@mape.org](mailto:NJuan@mape.org) |