# MAPE Local 2101

# Monthly Business Meeting

Tuesday March 12, 2024

12:00- 1:00 PM Central Time

Zoom (Virtual)

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

Meeting ID: 895 0355 5870

Passcode: 222101

## Housekeeping

Approval of Today’s Agenda

## Agenda

* We will draw 4 names for 4, $25 gift cards following the meeting.
  + **Spenser Bickett, Summer Mitchell, Yevgeniya Bukingolts, Nelly Torori**
* Membership Secretary - Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
  + **Welcome new members: Nicole Urbatch, Michelle Fitzpatrick, Summer Mitchell, Matt Menke and LaShawnda Bishop!**
  + **Membership stats: 988 Members, 393 potential members, 71.54% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
  + David Freeman and Lauren Siegel attended the state-wide membership blitz in February.
  + Local 2101 **Membership Drive planned for March 27th through April 23rd**. Join the fun!
    - This is meant to be fun and strengthen our membership. Volunteering is meant to be flexible so people can sign up for any time during the date range. No amount of volunteering is too small!
    - To contribute your time/talents to our membership drive email Lauren Siegel - [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
* 2024 Events!
  + Reminder that we are looking for people to help plan events in 2024! Connect with our super planners Becky Busho ([becky.busho@state.mn.us](mailto:becky.busho@state.mn.us)) and Hertzey Hertz ([hertzey.hertz@state.mn.us](mailto:hertzey.hertz@state.mn.us)).
    - Working on future events being outside of St. Paul, including Central Minnesota.
    - If you have ideas for any events, reach out to Becky and/or Hertzey.
  + Did you attend the last get-together at the Union Depot in St. Paul? Share your experience.
  + Our next gathering: **MN Roller Derby - Saturday April 27th Roy Wilkin Auditorium, Saint Paul.** Doors open 5 pm, bout starts at 6 pm. This is a family friendly activity and all are welcome! [Roll for Critical Hit - All-Stars Bout - Minnesota Roller Derby (mnrollerderby.com)](https://www.mnrollerderby.com/bouts/minnesota-roller-derby-april-27-2024/)
    - Tickets will be $14.50 each. Local funds are being used to secure the group rate, but anyone attending will need to pay for their own tickets.
    - Sign up open through April 9, 2024. Please use the following link, <https://www.signupgenius.com/go/10C0B4EA9A92FA3F9C25-48455867-roller>
  + If you know of a coworker in our local who has experienced a loss or a joyous event, please let us know. Fill out and submit the Good and Welfare request form**.** <https://goo.gl/forms/QQD7d4vETAv6vQGF2>**.**
* Union News
  + St. Paul Federation of Teachers – Chris Smith [Chris.j.Smith@state.mn.us](mailto:Chris.j.Smith@state.mn.us)
    - Tentative agreement in place.
    - MAPE members and leadership volunteered at the strike vote. We stand together and when we do, we are stronger!
  + Minneapolis Public Works contract agreement
    - 30% increase over 5 years! That could be us!
  + REI workers striking
* Updates from DHS Meet & Confer 3/4/24 – Meron Negussie [mnegussie@mape.org](mailto:mnegussie@mape.org)
  + Presented the case for student loan reimbursement and stories. Because HR says they need to meet to review the policy and have not even committed to meeting again, it is time to keep this in front of them. **Get ready to act!** Questions can be directed to Christine Retkwa [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)
    - We had members share their stories to management. The outcome is that HR says they want to build an executive team to talk about this and include the commissioner. Labor groups will be involved in these conversations.
    - There will be a MAPE workgroup led by Christine Retkwa to continue making sure HR knows this is a priority.
    - Watch for a communication from MAPE which will include a form to collect information on how this benefit impacts our members. Please make sure to fill out the form!
  + There are issues with how letters of expectations (LOE) are being used by some supervisors. A LOE is not a form of discipline, but some supervisors are using it in that way. If you have encountered this, please reach out to a steward. The Meet and Confer team is meeting with HR to address the issues that have been reported by employees.
    - These have not been collaborative in many cases because the policy is being used differently from team to team.
    - These are meant to be a teaching opportunity, not a disciplinary action.
    - HR’s response is that they will be talking to the supervisors about how this process is supposed to be used.
    - Meeting minutes were taken by Sheila Malec - [sheila.malec@state.mn.us](mailto:sheila.malec@state.mn.us)
  + Respectful Workplace Policy
    - Currently being used differently across teams and there is a lack of follow-up and accountability. This includes 3rd parties that have been applying the policy inconsistently.
    - Continue to file any formal complaints because this is how MAPE will track to see if the policy is being applied consistently.
    - Any questions should be directed to Meron Negussie - [mnegussie@mape.org](mailto:mnegussie@mape.org)
* Board of Directors – Vanessa Vogl [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
  + MAPE Restructure is in progress.
    - This is a big project that looks to evaluate how MAPE can make changes at the organizational level to do better recruiting, support MAPE employees better, organize, and build power!
    - Please attend this month’s MAPE 101 on March 26th to provide your input.
* MAPE Stewards – Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)
  + **Become a steward!**
    - Go to the MAPE website, login to your portal and then sign up for the trainings. If you don’t have a portal account yet, you need to create one. - [mape.org](https://mape.org/)
  + **Advanced Steward Training – March 22**
  + **Beginning Steward Training – April 5**
  + Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
* Other Announcements
  + **MAPE Lobby Day, Tuesday March 19, 2024.** <https://mape.org/events/lobby-day-2024>
    - Sign up for the event is over, but you can still be involved! Contact your legislator over phone or email: <https://www.gis.lcc.mn.gov/iMaps/districts/>
    - It only takes a few people emailing/calling about an issue for elected representatives to take note of an issue. Use the link above to do so!
  + **Minnesota’s Political Contribution Refund Program** (<https://www.revenue.state.mn.us/political-contribution-refund>) increased on January 1, 2024. This means you can make a $75 contribution ($150 for a couple) and receive a full refund. This can only be done once per calendar year.
  + **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! **March 26th we are joined by Adam Novotny from DOC who will lead a discussion on the statewide organization of MAPE locals and how this is working in a remote work climate.**
  + [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.
  + Survey to those in BHDH about the job training and information received was sent out morning of March 12, 2024.
    - It's basically to judge satisfaction in these areas so that leadership can see whether or not we need to make improvements to the training & info infrastructure.
    - Everyone at BHDH is encouraged to take the survey, especially new employees.
    - Survey closes at 11:45 p.m. on 3/14/24.
    - Contact Kitra Nelson with any questions – [Kitra.Nelson@state.mn.us](mailto:Kitra.Nelson@state.mn.us)

Next Officers’ meeting: April 4, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: April 9, 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 Project and Program Implementation Services (PPIS) team directly at [dhs.ppis@state.mn.us](mailto:dhs.ppis@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/>
* If a member of our local has experienced a loss or a joyous event, please let us know. Fill out and submit the Good and Welfare request form**.** <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.
* **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

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| --- | --- | --- |
| 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 (Interim) | [david.j.freeman@state.mn.us](mailto:david.j.freeman@state.mn.us) |
| Membership Secretary | Lauren Siegel (Interim) | [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us) |
| Community Engagement | Chris Smith | [Chris.J.Smith@state.mn.us](mailto:Chris.J.Smith@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

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

## State Council/Committee Members

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