# MAPE Local 2101

# Monthly Business Meeting

Tuesday May 14, 2024

12:00- 1:00 PM Central Time

Zoom (Virtual)

## Housekeeping

Approval of Today’s Agenda - Approved

## Agenda

* We will draw 4 names for 4, $25 gift cards following the meeting.
	+ Congrats to Tina Tran, Aaron Garcia, Matthew Sharp, and Essie Robinson!
* **New Members!** - Lauren Siegel lauren.siegel@state.mn.us
	+ **Welcome new members: Matthew Whitmore, Pakou Vang, Aley Olson, Brittany Barnes, Hanan Osman, Ifeoma Ikeme, Gena Amsden, Mary Berard, Angel Lopez Perez, Seth Thomsen, and DeCarlo Braddy!**
	+ **Membership stats: 1007 Members, 403 potential members, 71.42% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
	+ Local 2101 **Membership Blitz started March 27th and ran through April 23rd**. We gained 11 new members during our month-long blitz. We had dozens of conversations, and we hope that the people we spoke with are still considering signing up. We welcome you when the time is right for you. Thank you to the volunteers who worked on this important campaign!
* **Pack the Room for the State Board of Investment – Tuesday May 21, 10 am Room 1200 of the Senate Building**
	+ This is the organization that oversees how our money is invested in our general retirement fund (Pension).
	+ If you cannot make the May 21st meeting, but have opinions that you wish to communicate, please find the contact information for the SBI at this link, [Contact Us | Minnesota State Board of Investment (SBI) (msbi.us)](https://msbi.us/contact-us)
	+ MAPE members are trying to pack the room for this meeting to encourage our State Board of Investments to encourage the group to divest State Investments from Fossil Fuels and the Military Industrial Complex. The MAPE board has already signed on to movements to divest from fossil fuels. We have had not been able to move the SBI yet. A group of MAPE members are also pushing from divestment from investments tied to Israel and the military industrial complex in response to the ongoing conflict in Gaza.
	+ Link for details: [https://msbi.us/board-meetings](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmsbi.us%2Fboard-meetings&data=05%7C02%7Celizabeth.pearson%40state.mn.us%7C38c85c4f37014cbbdc4d08dc6a2769bd%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638501964711253157%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=3zpbRlV2e%2BVDV55FY30sfe%2B3BzFPgQ%2BREplnw91MUR8%3D&reserved=0)
* **Student Loan Reimbursement Committee – Christine Retkwa** Christine.Retkwa@state.mn.us
	+ There was an action on 4/24/24 where a number of MAPE members sent emails to DHS leadership. Leadership responded with another non-committal email.
	+ We invite all employees to send a second round of emails on 5/15/24 to DHS leadership and show how important this issue is to DHS employees! Email Christine Retkwa for an invitation and a sample email - Christine.Retkwa@state.mn.us
	+ There are options to act on May 16 or May 17th as well. Please contact Christine.
* **2024 Events!**
	+ Reminder that we are looking for people to help plan events in 2024! **This can be in person and virtual!** Connect with our super planners Becky Busho (becky.busho@state.mn.us) and Hertzey Hertz (hertzey.hertz@state.mn.us).
	+ Welcome Julia Ngep to the planning team!
	+ Thank you to Othman Zaimi from the office of strategy and performance for hosting our first virtual event!
	+ **Virtual Happy Hour over Zoom**
		- 5/21/24 from 7 to 8:30 p.m. CST.
		- No registration necessary. There will be prizes! Join us!

Zoom Link: <https://us06web.zoom.us/j/87485257110?pwd=BEPzYgzx6OIu8sTNEB8Z1zG0r8n5bN.1>

Passcode: 5U0wcU

* + **Sign Up by May 17th, MAPE at the Saints Game** - August 23rd
		- Local 1001 has invited members of 2101 to join them for a St Paul Saints game on Friday, August 23rd against the Scranton/Wilkes-Barre Rail Riders.
		- Link for sign up and more information - [https://forms.office.com/g/X542Q8S0ia](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fg%2FX542Q8S0ia&data=05%7C02%7Celizabeth.pearson%40state.mn.us%7C326792fd8be14d32f3ad08dc74466c9e%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638513093085088246%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=ODIj9yJiUqYEHVt1axEiBYQt%2BEXcvV1%2BLrIreZoYjmI%3D&reserved=0)
* **Board of Directors** – Vanessa Vogl vanessa.vogl@state.mn.us
	+ Vanessa is the representative of Region 21 (our local) on the board so please contact her if you have comments/ concerns about board activities and discussions. You can also contact our statewide president Megan Dayton mdayton@mape.org
	+ We are having conversations about reorganizing MAPE locals around the state. Please visit the MAPE webpage <https://mape.org/restructure> and fill out the following survey - <https://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqIn9blzSiTNErm1r0M95LzFURFdJQ0RKVVoyWlNEUENSRlBNTlRRU1BQNy4u>
	+ MAPE is hosting 2 virtual sessions around the Division of Children, Youth and Family (DCYF) split on May 16th at noon and 5 pm. Information to join at this link - <https://mape.org/news/listening-sessions>
	+ Remodeling of MAPE Headquarters in Shoreview. MAPE owns the building and is renting out space to MMA. The remodeling will consist of the first level to open up the space for a large meeting hall and updating bathrooms to meet accessibility requirements.
	+ There was a significant organized effort from members who spoke to the board in the April 26th meeting. The members requested that the board consider signing a petition for a permanent cease fire and full hostage release in Gaza. This effort was the largest use of member comments at a board meeting that most people can remember. The next Board meeting is Friday May 17th from 8 am to 4:30 pm. There is a time certain agenda item for member comments at 11:30 am. <https://mape.org/committees/board-directors>
	+ There is continued effort to provide protections for Department of Corrections employees as well as other state positions that see front line work, an example being Direct Care and Treatment positions.
	+ MAPE has a job opening for a Field Director, apply here: <https://mape.org/jobopenings>
* **Direct Care Treatment (DCT) MAPE Positions** – Meron Negussie mnegussie@mape.org
	+ Updates from Meron.
		- Life and Disability benefit feedback needed. Please provide your feedback here: <https://mape.org/news/provide-your-feedback-life-and-disability-benefits-mape-members>
	+ A March 18th memo announced the potential closure of 2 facilities that would impact Direct Care a Treatment MAPE positions. **DCT staff are contacting their representatives to oppose the Governor’s proposal and you are encouraged to join them.** Information on the proposal and how you can support DCT staff is on the MAPE webpage, <https://mape.org/news/dct-closures> MAPE has been sucessful in protecting the jobs at CARE Carlton, but we are still working on protecting the St Peter CARE facility. Stay tuned!
* **Union News**
	+ Indeed Brewing celebrated their new union contract in April. Stop by and enjoy a beverage!
	+ Potential strike at the La Crosse Brewery. We will know more by 5/8/24. Update: They reached a tentative agreement!
	+ Volkswagen plant in Tennessee has voted to join the UAW union! The first Southern United States plant that has voted to join the UAW. This is big news for the efforts of expanding union efforts across the U.S.
	+ Saturday May 18th is a Sip-In scheduled by the statewide AFL-CIO for the Moorhead Starbucks Workers from 9:30-11:30 am. 3250 US-10 East, Moorhead, MN. Come to the café and order simple drinks and use the name “Union Strong” or other positive union messages for your order. Bring cash and tip well. Wear your MAPE gear to show your solidarity!
* **MAPE Stewards** – Cassie Stewart cassandra.stewart@state.mn.us
	+ **Remote Work vs. Telework**
		- There have been situations where managers or supervisors who are not following the process for allowing workers to be remote.
		- This is resulting in MAPE members potentially losing their employment.
		- The language around telework in our MAPE contract will be looked at in our next negotiations. If this impacts you, get involved to make it stronger.
		- Know the difference between telework and remote work! Review the below link for more information:

<https://workplace/functions/MSD/PPIS/_layouts/15/WopiFrame.aspx?sourcedoc=%7B9d2cce43-0305-4e61-b254-1ea6ccf2730d%7D&action=default&slrid=69c924a1-6905-90ee-9f2e-477201daf461>

* + **Become a steward!**
	+ **Advanced Steward Training – June 28**
	+ Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
* **Other Announcements**
	+ MAPE scholarships open for applications June 1-30. <https://mape.org/scholarships>
	+ May is a 3-paycheck month! The May 31st paycheck is a great time to play catch up to make sure you will reach the $250 Deferred Comp match before the end of the fiscal year (June 30, 2024). There was a lot of questions about the deferred comp match. Please refer to the information available on the MSRS website or schedule a time to meet with an MSRS representative. <https://www.msrs.state.mn.us/about-mndcp>
	+ Reminder to take your floating holiday and to make sure that your vacation was at or below 275 hours at some point this year before June 30, 2024.
	+ Our **4.5% COLA** will be applied to the hourly rate for all MAPE employees starting July 1, 2024.
	+ **Good and Welfare:** 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>**.**
	+ There is a new statewide **MAPE Discord server**. E-mail chris.j.smith@state.mn.us (or any volunteer on that server) for an invite. The discord for Local 2101 will be shutting down on May 15th.
	+ Spring Elections: Nominations closed May 1. Voting June 3-13. **Must be a member by May 20 to vote in elections.**
	+ **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! **May 28th our leadership team will lead a discussion about volunteering and getting involved in our local. You can learn about the various officer roles and participating in our annual delegate assembly.**
	+ [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.

Next Officers’ meeting: June 6, 12:30-1 pm, via Teams. Contact Liz Pearson if you would like the invite.

Next General Meeting: June 11, 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.
* Stewards meet monthly. 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) or any of the other stewards for more information. Sign up for Steward Training on the MAPE website: <https://mape.org/resources/training/classes>.
* **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 MNIT employees, submit your information to 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/>
* **Send agenda items** for future meetings to David Freeman.
* **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  |
| Vice President | Chris Smith | Chris.J.Smith@state.mn.us  |
| Treasurer | Farris Hassan (Interim) | Farris.Hassan@state.mn.us  |
| Secretary | David Freeman (Interim) | david.j.freeman@state.mn.us  |
| Membership Secretary | Lauren Siegel (Interim) | lauren.siegel@state.mn.us  |
| Community Engagement | Chris Smith | Chris.J.Smith@state.mn.us |

**Contract Negotiations Rep**

Christine Retkwa Christine.Retkwa@state.mn.us

**Regional Director**

 Vanessa Vogl Vanessa.Vogl@state.mn.us

**Business Agent**

 Meron Negussie (organizing and grievances) mnegussie@mape.org

## Head Steward

 Cassie Stewart cassandra.stewart@state.mn.us

## Stewards

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

## State Council/Committee Members

|  |  |  |
| --- | --- | --- |
| Organizing Council | Zac Echola | zechola@mape.org |
| Political Council Political Action Committee | Nicole JuanNicole Juan | NJuan@mape.orgNJuan@mape.org  |
| MNIT Meet and Confer | Andi Morris | andrea.morris@state.mn.us |
| DHS Meet and Confer | Tonja Rolfson | tonja.rolfson@state.mn.us |