# MAPE Local 2101

# Monthly Business Meeting

Tuesday June 11, 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 - Approved

## Agenda

* We will draw 4 names for 4, $25 gift cards following the meeting. Congratulations – Julia Ngep, Cassandra Cole, Helen Meyers, and Terence Harris!
  + Moving forward, the gift cards will be for MN State Parks or Cub Foods, winner’s choice.
* **New Members!** - Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
  + **Welcome new members: Hawa Al-Hassan, Bahea Manasra, Angela Kragelund and David Rivera!**
  + **Membership stats: 1001 Members, 412 potential members, 70.84% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
* **Student Loan Reimbursement Committee – Christine Retkwa** [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)
  + We still need members to push on this. We do not yet have a draft proposal and we cannot give up until we see action!
  + The last meeting with Management at Meet and Confer was June and they STILL did not have a proposal to move forward.
  + Student Loan reimbursement is different than the federal public service loan forgiveness, which is available after 120 qualifying payments. Several people spoke up in the meeting to share their experience with having their loan forgiven through the public employee program. <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>
* **Local Secretary Needed – David Freeman** [David.Freeman@state.mn.us](mailto:David.Freeman@state.mn.us)
  + Reminder that we do offer stipends when you serve as an officer.
  + This is a relatively small commitment and can serve as an introductory to MAPE leadership.
  + President of Local 2101, Liz Pearson, is stepping down when her term ends in December. Reach out to her if you want to learn about being President or run a meeting.
* **Event Planning Committee**
  + Reminder that we are looking for people to help plan events for 2101! **This can be in person and virtual!** Connect with our super planners Becky Busho ([becky.busho@state.mn.us](mailto:becky.busho@state.mn.us)), Hertzey Hertz ([hertzey.hertz@state.mn.us](mailto:hertzey.hertz@state.mn.us)) or Julie Ngep ([julia.ngep@state.mn.us](mailto:julia.ngep@state.mn.us)).
  + We had our first **Virtual Happy Hour** on May 21st from 7-8:30 pm. Thank you to those who joined us and for Othman Zaimi for being our fantastic facilitator for the games.
  + Congrats to **Simaya Ehime, Becky Busho and James Beaumaster** who won the gift cards!
* **Board of Directors** – Vanessa Vogl [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
  + The Board decided to hold off on a vote to join other unions in signing a petition for a cease fire in Gaza.
  + The petition for a cease fire was started and signed by other nationwide unions. MAPE members made a request to the MAPE board at the April meeting to also sign onto this petition, and other members spoke to the board in the May meeting saying that MAPE should not sign. If you have an opinion one way or another, please contact Vanessa who is our representative on the board.
  + The Board is not meeting in June, but we are meeting in July on our usual third Friday, as well as having a one-day retreat the day before.
  + There has been some initial discussion about possibly changing the format of Delegate Assembly this year, and having it be more like a conference with learning and union-building opportunities. More to come on that as I learn more. Our local needs **delegates and alternates** for Delegate Assembly! Delegate Assembly is October 25-26, <https://mape.org/committees/delegate-assembly-da>
  + MAPE President Megan Dayton is appointing 3 at-large seats to the Negotiations team. To apply, [email President Dayton](mailto:mdayton@mape.org?subject=Negotiator%20at-large) by June 21 telling her who you are and why you want a seat at the negotiations table. Wondering what it means to be a MAPE negotiator? Watch our [2-minute video](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.us20.list-manage.com%2Ftrack%2Fclick%3Fu%3Dbe8f7b5c26877c8f1d2e3c496%26id%3D51e27a9580%26e%3Dfbc7cbe16e&data=05%7C02%7CDavid.J.Freeman%40state.mn.us%7C1412d30066de4977985208dc86326650%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638532798222089977%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=ZE7IW9T9N2fJ7CZsx3GYdeJd%2BEsTvBkJmFB45Kut13o%3D&reserved=0) for more info.
* **Political Council and MAPE PAC** – Nicole Juan – [Njuan@MAPE.org](mailto:Njuan@MAPE.org)
  + Link to the legislative session report - <https://mape.org/news/end-2024-legislative-session-report>
  + You can check the current endorsements from the MAPE PAC here - <https://mape.org/2024-mape-pac-endorsements>
* **Union News**
  + March in the parade with AFL-CIO Labor workers at the Minneapolis Pride Parade, Sunday June 30th. Sign up here - <https://aflcio.mn/pride24>
  + Half Price Books in the Twin Cities signed their first agreement!
  + Ann Kim’s Uptown restaurant staff is being represented by Unite Here 17! Ann Kim, the owner, has made statements on both Kim’s and her own social media stating that she fully believes in listening to her employees but “I wholeheartedly believe we can come together as a Kim’s team without a union”. Boo!
  + There are several groups (CNPs, PAs, etc.) at Essentia Health that are trying to get representation.
  + Nurses at Mayo held an informational picket in May. <https://krocnews.com/leaked-mayo-clinic-documents-unions/>
* **MAPE Stewards** – Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)
  + **Become a steward!**
  + **Basic Steward Training – June 14** 
    - [**Basic Steward Training Sign Up Link**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Fevents%2Fbasic-steward-training-jun-2024&data=05%7C02%7Cnicole.m.juan%40state.mn.us%7C6550fc7e81e54141b42408dc75d99863%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638514824635666825%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=ROGDTzKSd%2BWGu7mkYanGGxBe0sIUpT40JJJB9AJoN9E%3D&reserved=0)
  + **Advanced Steward Training – June 28**
    - [**Advanced Steward Training Sign up Link**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Fevents%2Fadvanced-steward-training-jun-2024&data=05%7C02%7Cnicole.m.juan%40state.mn.us%7C6550fc7e81e54141b42408dc75d99863%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638514824635676972%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=VUKtthk1Mo5xVKB6H7mGpfEArJnaKMQAKg7qpaP6fug%3D&reserved=0)
  + Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
  + Find Your Steward Tool on the MAPE website: [Find Your Steward | Minnesota Association of Professional Employees (mape.org)](https://mape.org/locals/find-your-steward).
* **Other Announcements**
  + Check your information in the Seniority Roster and make sure it is accurate.
    - DHS staff - <https://dhs.intranet.mn.gov/dhs-today-central-office/index.jsp?id=1127-626117>
    - MNIT staff - <https://intranet.mnit.mn.gov/employee-resources/careers/seniority-roster.jsp>
  + **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! **June 25th 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.**
  + 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](mailto: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.
  + **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.
  + [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, 2023. 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: July 3, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: July 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. [Find Your Steward | Minnesota Association of Professional Employees (mape.org)](https://mape.org/locals/find-your-steward).
* **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/>
* **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

|  |  |  |  |
| --- | --- | --- | --- |
| 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

|  |  |  |
| --- | --- | --- |
| 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) |