

MAPE Local 101

Tuesday June 11, 2024, Noon – 1pm

Meeting Minutes:

- Please fill out your ballots for delegate assembly.
 - Check your email on 6/3/2024 or search “Ballot”. The link is unique to you. Ballots Due June 13th, 2024
 - Delegate assembly will make decisions about MAPE restructure, also it's an election year so there will be things related to that. Elected delegates represent local 101 at Delegate Assembly.
- Someone was spoofing Keylor's email, so if you received a strange email from a gmail address claiming to be Keylor, please report it as phishing and let Keylor know.
- Introduction of new officers
 - Keylor Andrews – Local President
 - Works at DNR. Steward since 2021. Enjoys helping members find info, get help they need, see how the union can help them. Likes solving difficult complicated human problems. Been a member since 2012-ish.
 - Still looking for a Vice President [Michael Moreen self-nominated in the chat – woohoo!]
 - Sascha Lodge – Local Secretary
 - Works at DNR since 2019, MAPE member since then. Took the steward training last year to learn more about our contract. Believes strongly in the power of unions so stepped up to be Secretary to take minutes at meetings to keep members informed of Local 101 activities.
 - Claudia Hochstein – Region 01 Director
- New Member update
 - Alexis Lohse: Lots of new hires at DLI. If you see new faces, introduce yourself as a MAPE member and tell them where they can get more info (mape.org), including contact info for officers and stewards if they want more info. They can also sign up there to become full members if they're not already.
 - Monika Weber: 5 people at last DNR new employee orientation (NEO). Virtual NEO is hard because hard to get people to attend the meeting. People have been confused that they're not members even though they're covered by the contract, so that's a challenge to explain. We're a grassroots union - if you want to get something done, get three people in a room and start a conversation. If something isn't right, tell someone. A lot of new people, especially in a virtual work environment, they don't have people to talk to know something isn't allowed. If something seems weird, reach out and ask a steward. HR works for management, not for you; they can be a helpful resource, but don't take their word as the final say.
- Regional Director Update - Darci Wing (outgoing RD, being replaced by Claudia)
 - Organizing Council is going to be doing a membership drive along with Membership Secretary Blitz. All members can attend the board meetings (contact MAPE office for link). Member Comments is a standing agenda item at 11:30 if anyone wants to speak to the board (contact Megan Dayton). The board heard from Peter Radcliffe about the Remembering 1934 Event (<https://rem34.ampmpls.com/>). Next board meeting is July 19. Approved Finance Workgroup Report. Political Council did a recap of Lobby Day. Communications report – working on improving websites. Operations report - 30 people applied for operations specialist at MAPE. Member comments: many were about MAPE signing a petition about Israel-Gaza conflict.

Conversation about how MAPE should respond postponed until July meeting. Department of Corrections is doing an initiative for a colleague support network to enhance resilience and wellbeing among DOC staff – members helping members and counseling. A really great initiative. Eventually they hope to adapt it and put it out to other agencies as well.

- Alexis: Another great labor history story time opportunity:
<https://podcasts.apple.com/us/podcast/haymarket-originals-fragile-juggernaut/id1727208089>
- Keylor: Resolve EAP <https://mn.gov/mmb/segip/health-and-wellbeing/eap/resolve.jsp>
- Dan: Also a huge win in our last contract bargain is no co-pay for Mental Health appointments so all Mental Health is effectively free!
- Traci Waterman: If anyone here is interested in supporting a Palestine ceasefire resolution, get in touch with me, I can connect you.
- Steward Updates - Jed Becher and Alexis Lohse
 - 6 grievances (5 DNR, 1 DLI), 1 old, 1 newer one added this month related to communication classification study.
 - Communications classification study: MMB initiated, DNR participated in, affected ~90 staff. At least 20-25 staff filed appeals. Jed suggested they filed data requests to get info about how HR came to their decision on their classification. Filing data request gave HR 10 days to provide info (they took longer, but did give it eventually). Forced HR to provide info used in the decision. Staff found that HR used erroneous info, made incorrect assumptions, some had wrong names, didn't have updated Position Descriptions. We also got position descriptions from other agencies for comparison. Data requests helped staff write stronger appeals. We'll see if that affects their results. We'll wait and see what the results are, then we'll meet as a group with Business Agent Dan. Likely then bring it to meet and confer, likely more action after that.
 - Data requests - how they can relate to you: In a hiring decision, you can request the results of an interview (you're entitled to your score and the scores of others interviewed, not names but scores); in a reallocation denial (if I put in for reallocation with DNR and it was denied, they generally provide some info about why, but putting in a data request will give you access to all the info HR used to make the decision).
 - Meet and confer: DNR one was a little frosty because we just had some meetings about communications study, HR was defensive. Talked about increases to uniform allotment and they said do that during bargaining. Asked for update on vacation accrual update - unclear where it's stuck, HR says with CMO, CMO says they don't know. Feedback loop still under discussion but HR seem disinterested. Issues with Fisheries reclassifications that we need to work on. Wildfire had set up a separate meeting and HR canceled it, working to reschedule it. Fisheries meeting also canceled. Asked them to update their org charts.
 - DLI has a date to sit across from management to discuss student loan reimbursement program on July 2. Had sent out survey to staff and Alexis is putting together report of results and talking to new hires to see if they're interested and want to get involved.
 - MAPE restructuring team update: Jed held 2 or 3 sessions with local 101 members and then some specifically for officers and stewards and Meet & Confer

members. Other committee members did similar types of sessions. The team is going to start meeting a couple of times a month to work on dissecting all the feedback received. Taking a full look at how MAPE is organized and functions. Currently we are organized by geography but this has provided challenges as agencies consolidate space and the number of staff assigned to central offices has ballooned in some areas. Another major challenge is engaging members in the new online environment so many state staff are in.

- Get involved – Claudia
 - We want folks to get more involved and we're looking to hold more in-person community events, e.g., ordering lunch, picnic, gatherings outside of monthly meetings. Trying to get together more in person, we have some budget. Contact Claudia Hochstein. Put the unity in community.
- Discuss possible switch to Teams
 - Many people voicing support for this switch.
- Meeting Raffle – we are considering discontinuing this activity
 - Many people Ok with raffle ending. Request for more swag.
 - Alexis has lanyards, stickers, and size L t-shirts if you want some.
 - Claudia has tons of window clings
 - Raffle winners Michael Moreen and Robert Boos.
- For past meeting minutes go to: <https://mape.org/locals/101>