# MAPE Local 2101

# Monthly Business Meeting

Tuesday July 9, 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

* Missy Richter made the motion to approve the agenda and Paul Shryer seconded- the motion passed.
* Reminder that we have closed captioning in our meetings and an ASL interpreter
* We have a couple of people joining our meeting for the first time! Welcome!

## Agenda

* We will draw 4 names for 4, $25 gift cards following the meeting.
  + **July winners – Mary Alice Jouppi, David Rivera, Ashley Brusse, and Tracy Lunser!**
  + Moving forward, our local will purchase gift cards for MN State Parks or Cub Foods, winner’s choice.
* [Sign up](https://mape.org/news/sign-staff-state-fair-booth) for a shift at the **MAPE State Fair booth**! Saturday August 31st and Monday September 2nd (Labor Day).
  + MAPE will have a booth within the AFL CIO block at the State Fair on the final weekend. Members should volunteer for a shift to secure a fair ticket. Still looking for members to sign up for Monday – Labor Day – which is the parade too.
* **DHS Engagement month reminder** – deadline to [register](https://dhs.intranet.mn.gov/dhs-today-central-office/index.jsp?id=630921) is August 1.
* **New Members!** - Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
  + **Welcome new members: Steven Bakeberg, Sebastian Bryant, Elis Walch, Ashley Morey, and Ash Brusse!**
  + **Membership stats: 1010 Members, 418 potential members, 70.73% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
  + **Reach out to Lauren if you want to get more info about recruiting new members July 30-31, related to our 4.5% COLA that was effective July 1st! Sign up by July 23rd (the 16th if you need a hotel).** [Membership Blitz | Minnesota Association of Professional Employees (mape.org)](https://mape.org/events/membership-blitz)
  + **Reach out to Lauren Siegel with any question about membership, membership recruitment and the upcoming membership recruitment blitz. Talking to new employees is fun and builds our power as a union!**
* **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 from management despite months of conversation through Meet and Confer. We cannot give up until we see action!
  + We administered a student loan survey and 400 people responded about their student loans/interest in this topic, which is likely just the tip of the iceberg.
  + For example: Department of Revenue has reimbursement for student loan payments you make, up to $5k a year, up to $25k total.
  + We met with DHS meet and confer management and they never said they don’t have money for this proposal – they have a lack of urgency around this, so we need to put the pressure on them, so they feel the urgency.
  + Action items: elevate this issue to your co-workers and manager/supervisor and plan to join in the efforts at DHS events on August 7 and 14.
  + DHS Meet and Confer will send you all an email with actions you can take to support this campaign and act in relation to your/our needs for relief from student loan debt pressure.
  + Contact Christine if you want to be involved in this campaign.
* **32 Work week Initiative**
  + Andrew Alasich (601) and Barb Monaco (901) are heading up this initiative.
  + Reminder that unions negotiated and WON guaranteed weekends, paid holidays, and a 40-hour work week. Let’s keep going! MAPE won 6 weeks of paid parental leave in 2015, this could be our next big win, if we work together!
  + State workers in Illinois worked and won a 37-hour work week, it is possible! Tennessee state workers work 37.5 hours a week.
  + There is a dedicated Discord channel for this topic that you can join - <https://discord.gg/h93TBA4X>
  + See below about July’s MAPE 101, where there will be a listening session about the 32-hour work week and other contract campaign ideas.
  + There will also be a dedicated info session about the 32-hour work week campaign on August 8 at noon. Meeting invite coming soon.
  + Sign the [Letter of Support](https://docs.google.com/forms/d/1iGbiNXG-c71Bbl5UbO0CQG1X0ioAgScedEHJKEgqJZE/edit?ts=6671c722) to prioritize the 32-hour work week in our contract negotiations
  + The 32-hour work week is intended to honor increased efficiencies and to pay us the same amount for 32 hours as 40 hours.
  + MAPE member offered another contract campaign idea to remove 2 steps from the bottom of the pay scales and add them to the top. Bring these and other ideas to the MAPE 101 session!
* **Local Secretary Needed for Local 2101**
  + Secretaries prepare the agenda for the monthly meeting, meet with other officers each month to finalize the agenda, sends out the meeting reminders and agendas prior to the monthly meeting, attends the meeting to take notes, and sends out the notes to the local following the meeting. **Commitment time of 2-3 hours each month.**
  + Our local approved stipends for officers!
  + Information on officer positions are found here: <https://mape.org/resources/training/local-officers-manual/mape-local-officers-guidelines>
  + Information on Delegate Assembly is found here: <https://mape.org/committees/delegate-assembly-da>
* **MAPE Stewards** – Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)
  + Welcome new steward – **Katherine DuGarm!**
  + 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).
  + Reminder that the DHS Equal Opportunity and Access Division is NOT the state agency responsible for enforcing the Human Rights Act. If you have a Human Rights complaint regarding DHS, please contact the [MN Department of Human Rights](https://mn.gov/mdhr/intake/consultationinquiryform/).
* **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)).
  + August’s activity is a Saints Game – if you are attending, let Becky know if you need a MAPE t-shirt or a hat and they will bring it to the game.
  + Looking into an in-person event at an apple orchard in September and puzzle room in October. Reach out to Becky, Hertzey, or Julie if you are interested in helping to plan this or any other social events that helps build relationships (and fun!) in our union and local.
* **Board of Directors** – Vanessa Vogl [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
  + The Board is meeting in July on our usual third Friday, as well as having a one-day retreat the day before.
  + We are discussing changing the format of Delegate Assembly this year. Likely there will be a greater focus on building the union, including sessions on organizing. More to come on that. It is on October 25th and 26th.
  + We have space for two more delegates and alternates for Delegate Assembly. Please join us – it is a great chance to get involved in an important leadership role without a long-term commitment.
* **Union News**
  + Local Chef Ann Kim’s restaurant staff voted to unionize! They are being represented by Unite Here 17!
  + A similar effort is currently underway with restaurants Colita and Café Ceres.
  + There is a new member led caucus in MAPE called the MAPE Ceasefire Caucus. This is a growing group of members who want to see an end to the violence in Gaza, a release of all hostages and a free Palestine. They are working to motivate our union to call for a ceasefire in Gaza, because they believe an injustice to workers anywhere is a threat to workers everywhere. They are also working to divest our pensions from companies who provide war materials to Israel. If you are in support of this and would like to join the caucus, please fill out this google form:  <https://docs.google.com/forms/d/e/1FAIpQLSce0RSgt8BVKCd3i6rWBW7VMEBZv7Zis0eXZ-84k4hnb0Adtg/viewform>
    - You can also reach out to local 801 member Emma Fletcher or 2101 VP Chris Smith with any questions at [em.e.fletch@gmail.com](mailto:em.e.fletch@gmail.com)
    - Members shared their opinions (pros and cons) for the caucus using the MAPE name. There was particular concern that a member-led caucus with “MAPE” in the name makes it appear that this is something MAPE is sponsoring (even though it’s not).
* **Other Announcements**
  + **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! On **July 23rd we will talk about our 4.5% COLA, but we will also start the discussion about what we want in our next contract and why having a strong membership helps us when we negotiate.**
  + **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.
  + **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. The refund is available once per calendar year.
    - Question about the process for the refund program – answer: very easy, fill out the form and return. Direct deposit. Before you contribute, you can check and make sure it is eligible for the program (see the link above). Must be state level, partisan political.
  + [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: Aug 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: Aug 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 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/>
* **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 | [Farris.Hassan@state.mn.us](mailto:Farris.Hassan@state.mn.us) |
| Secretary | vacant |  |
| Membership Secretary | Lauren Siegel | [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 [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) |
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| 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) |
| Katherine DuGarm | [katherine.dugarm@state.mn.us](mailto:katherine.dugarm@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) |