Minutes for July 9, 2024

MAPE Local 1801 Monthly Meeting

1. Roll Call – taken from Zoom screen.

* Anne Hall (President)
* Tara Latozke (Vice President)
* Ellen Preisinger (Treasurer)
* Nathan Mullendore (Membership Secretary)
* Brian Gelster
* Tim Beske
* Emily Douglas
* Logan Schrader
* Laura DeBeer
* Heather Wright
* Shawna Ehlenbach
* Nichole Bredeson
* Janet Meier
* Abygail Kienholz
* Emily Wolf
* Kayla Gratz
* Ace Wesselman
* Alex Watson
* David Hearth (Ex-officio; Business agent)

2.        Report from Officers

a. Regional Director update.

* June meeting was cancelled due to scheduling conflict. Next meeting is July 18-19, including a retreat. There is a discussion planned about potential changes to the structure of locals in the Union. Some discussion about typical agenda items at the regional director meetings.

b. Treasurer’s report

* MAPE Central account balance: $36,241.13
* Expenditures include: prize winners for April/May
* Incoming: dues

c. Membership Secretary’s report

* 53% Membership, 47 Non-Membership; Shirley Van Fleet (New Member)
* Two dropped members from DOC – outreach continuing there.
* Membership blitz coming up. Focus on recent hires, and value of the 4.5% cost of living increase. Deadline to sign-up is July 16. Link is on website

d. Any corrections on minutes

* June minutes not posted

e. BA Updates

* Negotiations update: recent email. Team is set. July 26 is negotiations training. Russ is representing Region 18.
* Delegate assembly is coming up in October. Deadline for submitting resolutions has passed. Highest governing body in the union. By-laws for union can be change at DA.
* Performance review discussion
  + Contract specifies one evaluation per year; letters of expectation do not replace evaluation
  + Agencies schedule annual evaluations differently; no set requirement
  + Accuracy is important; employee has opportunity to respond within 30 days of signature.
    - Document lives in personnel file, so naming individuals or going on long tirades is not a good idea. Keep it brief.
    - Best practice: focus on accomplishments not acknowledged by supervisor
  + Evaluations can also be appealed – within 30 days of signature.
    - Email sent to HR
  + Signature on evaluation is acknowledgement of receipt, not agreement/disagreement/etc..
  + If employee doesn’t sign the evaluation, the employer/supervisor can modify the document without further review by the employee
  + Evaluation should also include a growth/development plan
  + FLMA, ELP, disciplines/letters of expectations should not be included – some discussion no appropriate, some disciplines eventually get removed from record otherwise, but become permanent if listed in an evaluation
  + Rating itself is not grieveable
  + Poor performance review does not necessarily mean a denial of a step increase; denying a step increase requires a separate memo tied to anniversary. Denial of a step increase can be grieved.
  + Everyone gets a cost of living increase regardless of performance (unless red-line)
  + Supervisors/managers generally have access to an employee’s personnel files within the agency. For transfer to other agencies, employee generally has to grant access/release
  + You can request to review your personnel file at any time. Good idea to invite a steward to that review to provide insight into something that might need to be removed.

f. Other reports

Local Presidents Committee report

Meet and Confer Committees

* No reports – ran out of time

Drawing

* 1. Brian Gelster was the winner.

Adjourn