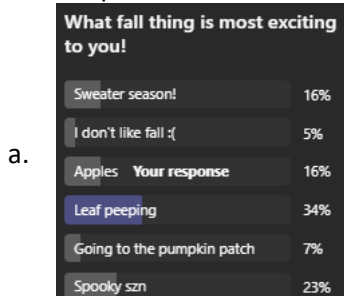


MAPE Local 101 monthly meeting

Tuesday September 10, 2024, 12:05 – 12:55pm [72 attendees]

1. Welcome and action items (Keylor Andrew)
 - a. Ice breaker poll



2. We are having a New Member/Recruitment committee starting this week.
 - a. Alexis, Monica, Connie (stepping down), New folks: Leah S. and Amanda Y.
 - b. First meeting is Friday 9/13 2024 1:00-1:30 pm let Keylor Andrews know if you are interested (even if you miss the first meeting!)
 - c. We have some funding for membership recruitment, so this committee will get to plan some things.
 - d. Thank you Connie for you work and passing the torch!
3. We are looking for MAPE leaders for the following work locations.
 - a. 335 Randolph (various state boards)
 - b. 325 Randolph (Riverbend DNR)
 - c. 1200 Warner Road (DNR)
4. We need a DLI leader for the Meet and Confer chair.
 - a. Contact any local 101 officer or Alexis Lohse
 - b. DLI M&C hasn't met in over a year, because it needs a Chair. We need someone to step up!
5. Looking for for Contract Action Team Leaders for each work location.
 - a. This is a low time commitment ask.
 - b. Contact any local 101 officers if you are interested in leading or more information about this role.
 - a. During contract negotiations, when an action comes out, these folks would activate their phone/text trees to activate the folks they know to engage in those activities.
6. Welcome new members (Connie Stauffer)

	Empl New Hires MAPE	Dept	Section
M	Vanessa Milbradt	Labor & Industry Department	LABOR INVESTIGATOR SENIOR
M	Mariah Marr	Labor & Industry Department	RESEARCH ANALYSIS SPEC
M	Mindy Meierbachtol	Labor & Industry Department	SAFETY INVESTIGATOR
M	Sarah Middleton	Natural Resources Dept	PLANNER PRINCIPAL STATE
NM	Kara Kraemer	Dentistry Board	INVESTIGATOR
NM	Logan Mardaus	Labor & Industry Department	STATE PROG ADMIN
NM	Nimo Samatar	Labor & Industry Department	STATE PROG ADMIN SR
NM	Chandrasekhar Valavolu	MNIT Services	INFORMATION TECHNOLOGY SPEC 5
NM	Jack Stutler	MNIT Services	INFORMATION TECHNOLOGY SPEC 3
NM	Elizabeth Evenocheck	Natural Resources Dept	HYDROLOGIST 1
NM	Erin Arntson	Natural Resources Dept	NR PROG COORDINATOR
NM	Matthew Cameron	Natural Resources Dept	RESEARCH SCIENTIST 2
NM	Shawnee McMillian	Natural Resources Dept	HYDROLOGIST 1
NM	Sheng Xiong	Natural Resources Dept	FINANCE SPECIALIST 3

- a. Does your workplace need a steward? Stewards are volunteers who are trained in our contract. Find the training schedule at mape.org to sign up. There is no cost to you for this training.
 - b. Next steward training is on October 11 and you can register in your portal on Mape.org!
- 7. DNR meet and confer (Jed Becher)
 - a. Met 7/24. Talked about some emergency response overtime issues that a few members were having (Soudan Flooding response - we are going to have to grieve that because they're claiming it's not wildfire so not an emergency, but we think it is still emergency response). Still more discussion about wildfire and on-call communication not happening as it should, we're going to have a separate meeting about that as well as some ongoing fisheries issues.
 - b. Vacation accrual: We asked for an update and were surprised to learn HR has not yet submitted their proposal to the commissioner, no indication of timeframe but we think soon? They did say they have been implementing new terms of the contract related to vacation accrual for new hires since the contract went into effect on August 19, 2023, but we're finding that's not always the case.
 - a. We have examples of that not happening, so if this is you or a coworker, make sure you tell someone in local leadership or on Meet and Confer
 - c. Communications series study: HR is wrapping up appeals, planning to talk to supervisors about their staff's duties, etc. Sounded like they might have some decisions by end of this month, we'll see if that's the case.
- 8. Steward Update (Jed Becher)
 - a. 6 open grievances, 5 at DNR, 1 at DLI. One recent one at DNR regarding overtime.
- 9. Board update (Claudia Hochstein)
 - a. At last board meeting, got an overview of the budget. If you're interested in the budget, consider attending the budget presentation today (5-6pm). Register in My Portal at mape.org.
 - a. If you have ideas on what you think would be helpful for membership recruitment or relationship building, Claudia would love to hear thoughts on that.
 - b. Discussed redrafting hiring policy for how MAPE hires high-level staff. Moving forward soon.
 - c. Statewide elections coming up, president, secretary, treasurer are open, as well as spots on both political and organizing council. If you're interested in getting involved in a big way, consider running.
- 10. Delegate assembly (Claudia Hochstein)
 - a. Local 101 delegates: James Olsen, Keylor Andrews, Alexis Lohse, Amy Tran, Tracy Waterman, Leah Shepherd, Melissa Collins?
 - b. If you're interested in being an alternate (we can have 6 alternates), contact Claudia.
 - c. Monica Weber volunteers as an alternate.
- 11. Other member-led actions:
 - a. We are continuing to have 32-hour work week events, 9/17 12-1 on zoom, 9/18 in person in West St. Paul (register on MAPE portal)
- 12. DLI meet and confer (Alexis Lohse)
 - a. Still need a M&C chair. Need someone to fill that extremely important spot.
- 13. DLI Student Loans (Alexis Lohse)

- a. Had our first meeting with leadership. Alexis shared a preview at our August local meeting. Next meeting 10/14, members of the working group should have received an email from HR. Working to get info together related to other agencies that have this program in place and how it's been playing out, what they can expect.
 - a. Alexis has also been appointed to the state level MAPE Constitution and Rules Committee, along with a couple other MAPE members from DLI.
- 14. Business agent update (Dan Engelhart)
 - a. We got good wins in the supplemental portion of the contract, on wildland fire, got rest and recuperation days as paid days for federal fires. A win in a years-long fight. Still many things out standing, biggest is hours of work for purposes of overtime. If 7L or higher, if they take something not coded as work time during a pay period, then it doesn't count as time worked for purpose of overtime. It's been part of the last two contract negotiations, got 80% of people on the ground to sign on to this issue. MMB is blocking so need to elevate it to the governor.
 - b. Composition of legislature matters to issues like this. MAPE PAC endorsed candidates impact the work we're able to do as state employees. Dan knocked on doors recently and people aren't really paying attention to state house races, but they matter!
 - c. Contract Action Team: we need about 60 total people for Local 101 - ideally, 1:10 ratio. Colleagues you have (or build) a relationship with who you talk to about the union. Find out what matters to them, what is really important in the contract to protect and keep, and what is important to fight for in the new contract. Once we're actively in bargaining, that would be the information network to touch base with as bargaining is happening (e.g., how important is this issue vs this one, sign a petition, etc.). Need to be better organized to get a better contract.
 - a. Reach out to Charles Castro (local 101's negotiator) if you're interested in learning more.
- 15. MAPE Political Action Committee (MAPE PAC) (Monica Weber)
 - a. If you're interested in joining a MAPE-sponsor door knock event visit <https://mape.org/committees/mape-pac>
 - a. Labor to labor knock is union members knocking on other union members' doors (any union), not specific to a candidate.
 - b. Monica's number 612-720-9222, feel free to text if you want company on a door knock.
- 16. Solidarity action: Grad student union at UMN will be picketing to get first contract
 - a. The University of Minnesota Graduate Labor Union has been trying to get their first contract for over a year, and the University is not being a good bargaining partner. GLU Local 1105 Picket for Fair Pay, No More Fees, and Real Protections: Sign up to Attend in Solidarity! On September 13th between 8am and 6pm across all UMN campuses.
 - b. More info <https://tinyurl.com/Mape4glu>.
- 17. Upcoming events and dates (Register at mape.org through "My Portal") All meetings virtual unless otherwise indicated:
 - 9/10 5:00-6:00pm - Budget Forum
 - 9/11 12:00-1:00pm - 32 Hour Week Info Session
 - 9/17 12:00-1:00pm - 32 Hour Week Info Session
 - 9/24 12:00-1:00pm - DA Resolution Review
 - 10/7 12:00-1:00PM- Budget Review
 - 9/18 6:00-7:30 32 Hour Week backyard party (with either s'mores or ice cream depending on weather!) in West St. Paul, location given after RSVP