MAPE 1102 Meeting Minutes

September 12, 2024

Called to order at 12:06 p.m.

Attendance: 12 online and 14+ at Minneapolis MVH 22CR (Brian has attendance sheet.)

President’s Updates – Brian MacNeill

* There are 39 MAPE locals across the state based on geography. 1102 is made up of members from MVH, MNIT, DEED and others. Hybrid appears to be the best way to reach all the members. It’s good to check in across agencies to see how things are going.
* Delegate Assembly will be held October 25-26, 2024
	+ All locals will vote on resolutions within MAPE
	+ Local 1102 has one vote.
		- When resolutions are available, Brian would like input from membership on how to vote.
		- Per Laura, we haven’t sent anyone from 1102 in a couple of years
* Negotiations are coming up in 2025
	+ The state has bonding and budget years.
		- 2024 is a bonding year that deals primarily with assets
		- 2025 is a budget year with negotiations dealing primarily with employees
	+ Unions negotiate
		- Low healthcare costs
		- Cost of Living Adjustments (annual raises)
		- Vacation
		- +1 non-family member for SIK leave
		- Paid parental leave
		- 1% non-taxable Health Savings Account
			* Funds are automatically put into a money market account, but you can change your investment
	+ MMB looks at membership numbers to determine how “serious” the union is.
		- High percentage of paying members communicates power, increases power of our MAPE negotiators

Membership Drive – Laura Heezen

* As of August 2024, 60% of eligible employees are paying members
* We need to increase that percentage (at one time we hit 100% - there was cake!)
* Please talk to people you know who are not paying members
* You must be a paying member to vote on contracts
* Statewide, only 40% of new, eligible employees are signing up as paid members
* Brian will talk about MAPE at New Employee Orientation when MAPE eligible employees are present. We are allowed 30 minutes.

Leadership Roles

* We need to finish filling out the leadership roles for 1102. Please let Brian know if you are interested in any of the vacant positions
* Currently:
	+ President – Brian MacNeill
	+ Vice President – VACANT
	+ Treasurer – VACANT (Catherine Hoppen is helping in the interim)
	+ Secretary – Jacky Maxwell
	+ Stewards
		- MVH Minneapolis – Laura Heezen and Randi Vidmar
		- MVH Hastings – Katie Wrich
		- Lead Steward from DOC 1101 – Michele Wilson

Budget

* The local budget was reviewed by officers and stewards
* Current balance is $13,717 as we did not use some previous funds during Covid times
* Proposed Budget:
	+ Lunches $1,500
	+ Membership Drive $500 (possible lunch & learn opportunity)
	+ Steward Meetings (quarterly) $250
	+ Social Events (quarterly?) $1,500
	+ Miscellaneous $200
		- TOTAL $4,350
* In the past, there has been a stipend for officers and stewards. Nothing is currently proposed but may be re-visited in the future.
* Proposed budget was seconded and passed unanimously via voice vote

Business Agent

* Beth Swanberg was unable to attend

Meet and Confer Updates

* You can Google to find out who is on the team for your department
	+ Is there anyone from DEED, MNIT, and other agencies in 1102 who would be the point person to share information about your agency’s meetings?
* MDVA Statewide level meets quarterly per contract
	+ Recent focus has been on adapting the removal of barriers to Vacation Length of Service Credit to add years to work experience and increase vacation accrual rates
* MVH local meet and confers need to be started again

Miscellaneous

* Student loan forgiveness is in place at MDVA, but has not been implemented in some other agencies
* During 6-month probationary period for new employees, MAPE can advocate for appropriate processes
	+ Contact Steward(s) if you have questions

Future Meetings

* Scheduled every other month on the second Thursday

Meeting adjourned 1:00 p.m.