

## MAPE 1102 Meeting Minutes

November 14, 2024

Called to order at 12:10 p.m.

Attendance: 18 online and 15 at Minneapolis MVH 21TH

Brian MacNeill on vacation. Laura Heezen and Randi Vidmar facilitating the meeting.

### Delegate Assembly Updates

#### **Resolution 1: Allow Locals and Regions to Pay for Attorney Fees**

- 22 dues-paying members participated in this poll
- 1102 voted Nay
- Delegates voted to refer it to the Finance Workgroup and the Employee Rights Committee for additional discussion.

#### **Resolution 2: Dissolution of the Nominations Committee**

- 19 dues-paying members participated in this poll
- 1102 voted Yay
- Delegates approved this resolution

#### **Resolution 3: Increased Funding for Locals**

- 20 dues-paying members participated in this poll
- 1102 voted Yay
- Delegates voted to refer it to the Finance Workgroup for additional discussion.

#### **Resolution 4: Unspent Local Funds Recaptured**

- 19 dues-paying members participated in this poll
- 1102 voted Yay by 1 vote
- Delegates voted to refer it to the Finance Workgroup for additional discussion.

#### **Resolution 6: Supporting a Ceasefire and Divestment in Israel-Palestine**

- 17 dues-paying members participated in this poll
- 1102 voted Yay
- Delegates approved this resolution

- ❖ Business Agent Beth Swanberg shout out to Brian MacNeill for his thoughtfulness in representing 1102 at D.A.

### Looking Ahead to 2025

- Members were asked for their ideas on what they would like to see from the local. Members turned in ideas. Reach out to Brian MacNeill to give further suggestions.

### 2025 Negotiations

- New MAPE contract is starting July 1st, 2025
  - April 2025 is when negotiations open with MMB (MN Management and Budget)
    - MMB is very aware of the numbers for dues-paying members – it shows the strength and support of our union by members
- Dues calculations: 75% of one hour of work, capped at \$32.50
  - $\$35 \text{ per hour} / .75 = \$26.25 \text{ per paycheck} = \$13.12 \text{ per week.}$ 
    - 2 trips to caribou
    - 1 fast food meal
  - Last negotiations session resulted in a 11% wage increase over 2 years

- MAPE has fought for excellent benefits package and keeping our pensions going.

### Membership Update

- 1102 at 62% paying membership. Discussion about doing a membership blitz. Reaching out to nonpaying members directly. Reaching out to new hires directly.
- Brian will be going out to work sites with DEED members and MNIT
- Beth Swanberg discussed looking for more help on projects such as new members.
- Question from member to Beth- “what are the benefits of being a member”. Beth answered, the more numbers we have the more power we have during negotiations. MMB comes to negotiations with a different mind set if a union is strong in numbers.
  - Jessica Raptis response to the question-Benefits of being a member: when we have a higher membership percentage, MMB and agency leads notice this and they pay attention to what we're asking for - they know the higher the % we have the stronger our bargaining power is. The stronger our bargaining power, the better contracts we get, the easier it is to enforce contract in agencies, etc. . Joining tells your coworkers who are already members that you respect their time and contributions and want to be a part of that. The more members we have, the more money MAPE has. When MAPE has the right funding, we have a better shot at contract negotiations going well. We can afford better technology, updates to the building to ensure our member dollar investment is taken care of, we can hire more staff who support the work we do (we couldn't do it without them), we can pay members more lost time and offer more swag and lunches for union activities. When you're a member, your voice is counted and heard, you can present resolutions at Delegate Assembly to change the bylaws and policies at MAPE, to drive the future of MAPE. You get a chance to vote for leadership.

### Update from Jessica Raptis- Region Director

- Jessica works with DoC. Goes to board meeting every month to represent region 11. Been on the board since 2018. MAPE has 2 vacant business agents. Approved funds to add a 3rd business agent. The current of members to MAPE Business agents is 1800 members to 1 business. They are looking to change that to 1000 to 1.
- The Board will help start up a task for resolution 6 from Delegate Assembly.
- Owner of a solar company willing to give a 10% discount for MAPE members.
  - Contact: Graham Gunderson, Sr Energy Consultant –  
Graham.Gunderson@everlightsolar.com, 612-499-8010. 10% Discount for MAPE members, applicable services are installation of solar panels and solar power systems
- Proposed changes by the board to bi-laws will be posted to the website. Jessica will update us when those are posted.

### 32 Hour Workweek Campaign Update

- Roughly 596 members in region 11 – 1101 and 1102 Locals
- 1102 has roughly 120 members total give or take
- Teams info session held yesterday
- Region 11 broke 20% of signatures, which is the goal of the campaign for each region to have at least 20% of their members sign the letter of support.
  - 1102 is the first local to have over 30% of MAPE-represented workers signed on!

- Link to sign for support
  - [https://docs.google.com/forms/d/e/1FAIpQLSdSO3hfpis1Ed5TYIZgJYg8GaNfKJn\\_xzQCI9243oPY\\_IGntQ/viewform](https://docs.google.com/forms/d/e/1FAIpQLSdSO3hfpis1Ed5TYIZgJYg8GaNfKJn_xzQCI9243oPY_IGntQ/viewform)

#### 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

#### Future Meetings

- Scheduled every other month on the second Thursday

Meeting adjourned 1:00 p.m.