

## MAPE Local 101 Member Meeting

December 10<sup>th</sup>, 2024. 12:10 PM start

[MAPE local 101](#)

[Current contract](#)

Total attendance: 75

Keylor reviewed Action Items:

1. We are voting on the 2025 Local 101 budget this meeting.
2. Statewide ballot for MAPE officers closes on December 12<sup>th</sup>.
3. Request for Contract Action Team (CAT) Leaders for each work location.
  - This is an ongoing, low time-commitment role tasked with building relationships with coworkers to spread information about MAPE, especially during contract negotiations in spring 2025.
  - Contact our Region 1 Negotiator Charles Castro to learn more.
4. We still need a DLI leader for the Meet and Confer Chair.
  - Contact Alexis Lohse to learn more.

You're invited to join us at Lobby Day March 6, statewide goal of 3000 members attending at the Capitol.

Connie presented membership update. [Join MAPE](#)

December 2024 Welcome Local 101

New MAPE Members (M) and Non-Members (NM)

	Emp! New Hires MAPE	Dept	Section
NM	Carey Wagner	Labor & Industry Department	MANAGEMENT ANALYST 3
NM	Donovan Hackler	Labor & Industry Department	INVESTIGATOR
NM	Nicole Zaret	Chiropractors Board	HEALTH PROGRAM REPRESENTATIVE
NM	Nicholas Redmond	Natural Resources Dept	STAFF ATTORNEY 1
NM	Ashley Ihrke	Natural Resources Dept	SAFETY ADMINISTRATOR
NM	Casey Onadipe	Natural Resources Dept	STATE PROG ADMIN SR
M	Barbara Swanson	Natural Resources Dept	STATE PROG ADMIN INTERMEDIATE
NM	Glenn Smith	Natural Resources Dept	FINANCE SPECIALIST 3
M	Nick Jackson	Labor & Industry Department	CONSTRUCTION CODE REP 1
M	Laurie Perez	Labor & Industry Department	LABOR INVESTIGATOR SENIOR
NM	Sara Lindstrom	Human Services Dept	EMPLOYMENT COUNSELOR
M	Vickii Broskoff	Labor & Industry Department	STATE PROG ADMIN
NM	Aidan Morzenti	Labor & Industry Department	STATE PROG ADMIN COORDINATOR
NM	Kathryn Buckner	Natural Resources Dept	Attorney 2

Does your workplace need a **steward**? Stewards are volunteers who are trained in our contract. Find the training schedule at **Mape.org** and go and participate.

There is no cost to you for this training.

<https://mape.org/resources/training/stewards-manual/many-roles-mape-steward>

**Our dues fund our socials, our business agents, our organizing MAPE union professionals, and lost time for our local 101 leaders' participation.**

Thank you to Connie for her service in the membership chair role!

Jed's steward update:

- 6 active grievances, 5 at DNR, 1 at DLI. Just filed two more last week as a result of communication study results.

Jed's [DNR Meet and confer](#) update (last meeting 10/23 meeting):

- Vacation accrual credits – Some people have received updates from HR saying requests have been receive and processed. First note is confirmation that you had a valid appeal and we'll give you something, and your info is sent to transactions team who will put it into self-service. Not sure about

notification at that point. They have been making progress, but unclear when everyone will be notified and processed. No clear appeal process. Only need to be under 275 hours at some point in the year, so shouldn't be too big an issue if people get a big influx of hours.

- RFP for new lease for DNR Central Office; is for less space.
- Fisheries – Had separate meeting 12/9 with management. Got some answers, more questions. Also talked about ongoing naturalist safety concerns in state parks.
- Communications study results from appeals haven't been released yet, 20 put in and only two changed. Looking to meet w/assistant HR director about the great frustration staff are feeling, any additional steps w/DNR (unlikely), so move to MMB and then to governor's office. Because lots of decisions don't make sense as compared to other divisions.
- Idea of a feedback loop is still under discussion.

Tyler presented proposed 2025 budget

**MAPE Local 101 Budget - 2025 (Proposed)**

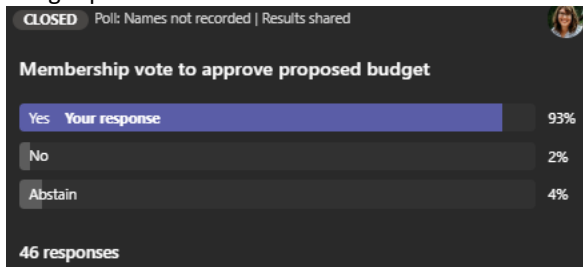
Local Number:	101
Local Treasurer:	Tyler Teggatz
Number of Members:	493
<b>Income statement</b>	
<b>CARRYOVER</b>	
Estimated Carryover from previous year*	\$ 115,000
<b>NEW INCOME</b>	
# Members x \$1.25 x 26 pay periods (Formula based on membership number)	\$ 16,023
<b>Total Income</b>	<b>\$ 131,023</b>

Expenses		Spent By
Local Meetings (meals, beverages, etc.) for example 60 People x \$10 each x 12 mtgs	\$ 2,000	Food Committee
Executive Committee		
Membership Committee	\$ 1,500	Membership Committee
Membership drives - lost time and expenses	\$ 3,000	Membership Committee
For example 4 people, 4 hours each month averaging \$42 per hour for lost time		
First 30 days contact new employees	\$ -	
Contract Action Team - organizing around contract negotiations	\$ 500	Contract Action Team
Training - for example five people x \$42 per hour x 8 hours	\$ -	
Membership Awards/Prizes	\$ 200	Executive Committee
Contributions - Labor	\$ 1,000	Motion at a local meeting
Donations/Good & Welfare	\$ 2,000	Motion at a local meeting
Delegate Assembly (lost time & expenses for alternates)	\$ 200	Executive Committee
Steward Meetings	\$ 2,000	Stewards
Social Events	\$ 2,000	Social Activity Committee
Reimbursable Expenses	\$ 500	Local officers or others
Miscellaneous	\$ 300	Local officers or others
<b>Total Expenses</b>	<b>\$ 15,200</b>	
<b>Budget vs. Income**</b>	<b>\$ 115,823</b>	

\*Round all lines to the nearest whole dollar.

\*\*This should be a positive number or 0 to present a balanced budget.

- Leadership team met to discuss. Budget looks similar to current year, but propose increased membership growth activities to get more people involved. Concern expressed from a member about conservative use of local MAPE budget because of concerns in costs of dues. Claudia highlighted some of the things that dues pay for (including Negotiations), and explained the progressive dues rates (75% of one hour of time per pay period). Monica highlighted the difficulties in getting new hires to sign up because of virtual new member orientation and virtual work. Leah Shepherd (incoming membership chair) is designing new plan for one-on-one meetups with new hires - some budgeted membership money planned to go toward that.
- Budget passes.



Dan's Business agent update:

- Important to be engaged in our union, including dues structure. Organized money and organized people gives us our power. We are the largest independent union (meaning we don't have an international union, AFL-CIO), so we're not paying into an international organization (which is a lot for other unions). Every bit of our dues goes to MAPE, and is accountable to the board and committees.
- Lobby Day - March 6, 2025. In the past we've often had ~300 people, this year we're looking to have 3000. Members meet with senators and reps, and we have a large rally to show we're strong, we care about agency budgets, recruitment and retention issues, etc. [Calendar link](#)
- Contract Action Team: You'll say I'll take ten people and get to know them and what they care about in the contract, and be in relationship with them throughout the bargaining into June.

Claudia's [Board update](#).

- Board has implemented some of the things that delegate assembly assigned it to do – putting together a task force to look into divesting pension from human rights violations; statement written supporting a ceasefire in Palestine. Building corporation work – investing money in building maintenance. Meeting scheduled in December.
- The Board loves to hear from members at member comments - 5 min at every board meeting.

Claudia's Coalition Building Work Group update:

- Working with other unions to learn about their tactics, how they prep for things like strikes. This work group is open to anyone, makes decision on where we provide solidarity for other unions on strike, share opportunities to join people on a picket line. Been involved with [We Make Minnesota - rally](#) at the Capitol on Jan 29. Related to concerns about potential budget cuts to agencies - push for no tax cuts and increasing taxes on wealthy and corporations. [More info](#) on 32 hour work week.



Monica's [MAPE Political Action Committee](#) update:

- Wrap up gathering for the PAC last week. MN House is tied. Both of our MAPE members got reelected to legislature. Starting to plan for door-knocking for 2026 campaign. How to get more people involved. This work comes out of PAC fund (completely separate from dues).

Charles Castro's [Negotiations update](#)

- Negotiations committee - ramping up engagement with members.