

MAPE Local 101 Member Meeting

January 14, 2025, 12:10pm

[MAPE Local 101 officers, news, and minutes](#)

[Current MAPE Contract](#)

Total attendance: 88

- Register for [lobby day March 6th 2025](#).

1. New Membership secretary, Leah Shepard.

- Hello! I'm Leah Shepard, the new membership secretary for Local 101. I have worked at the DNR and been a MAPE member since May 2022. As membership secretary I'll be keeping track of our membership records and coordinating member recruitment, retention, and involvement activities. We are currently working on putting together a few new teams of members including one to organize gatherings such as lunches and happy hours and another to organize an effort to connect with recent hires and non-members in our local. These groups are just forming and are a great, low commitment way to get involved in your union! Please reach out to me (email, teams, carrier pigeon, etcetera) to learn more. Email leah.shepard@state.mn.us
- New hires in Local 101 from December 1- 18, 2024:

| Agency | New Hires |
|----------------------------------|-----------|
| Department of Labor and Industry | 7 |
| Department of Natural Resources | 6 |
| MNIT at DNR | 1 |

- Recent Local 101 Membership Changes

| Status | Number |
|-----------------|--------|
| New members | 4 |
| Dropped members | 0 |

- Local 101 Members vs Non-Members as of January 7, 2025:

| Status | Count | Percentage |
|------------|-------|------------|
| Member | 497 | 62.63% |
| Non-Member | 293 | 37.38% |

2. Upcoming social events:

- Jim Olson is the new Fun Time Coordinator/Mobilizing Committee leader aimin to get more folks involved. Happy Hours every other month (first one 1/16, St. Paul Brewing, 4:30pm). Alternating months will be a lunch at DNR/DLI.

3. Treasurer

- The annual checkbook audit is due March 15. We need three volunteers to review 2024 spending to verify that spending was appropriate. Please contact Tyler Teggatz if you are interested in participating.

4. Steward Report

- 8 active grievances. 1 at DLI, 7 at DNR. 3 are newer because of the Communications Classification study.

5. DNR meet and confer update.

- Last meeting was October 23rd. Next meeting is January 15th. DNR received over 580 vacation accrual adjustment requests. HR working on them and finalizing them in order received. Will not all be sent out at once. Can still submit a request if staff missed the October cut off date, just won't be backdated.
- How will staff be notified? Employment services team will notify staff when their request has been moved to next stage of review (Notifying as they go, not all at once at the end of the process). This makes the process more transparent, and hopefully will cut down on the number of "nudge" emails HR gets (which will ultimately slow down the process). Expect an email from HR (Chelsie Fisher or Becky Keller) regarding individual requests.
- HR has developed an agency specific [leadership development program](#).
- Leased space discussion, see minutes posted on website. <https://mape.org/committees/meet-and-confer-committees/dnr>
- On going discussion about fisheries staff, see minutes for details.
- Ongoing discussion about naturalist safety concerns. HR to conduct a gap analysis.
- Communications study results coming in the next few weeks, have come out now, were not good for staff, no change for the vast majority of staff that appealed.
- Feedback loop meeting to be scheduled with HR.

6. MNIT meet and confer.

- Last meeting was 11/6/24. Next meeting is January 29th.
- Asked about student loans – dead issue for MNIT as they tried it already and did not see ROI.
- Asked about new ranges added to ITS series. No plans to use them for permanent staff.
- Asked for an update on reallocations, details are in minutes posted on MAPE website. <https://mape.org/committees/meet-and-confer-committees/mnit>
- Lengthily discussion about issues at MDE and concerns about their current CBTO.

7. MAPE Political Action Committee

- Legislature is a mess, unclear what that means.
- Door knocking for special election January 11th Saturday 10 am. contact Monica for more info, also an email about it from MAPE PAC

8. Negotiations update

- Pay: Increased Deferred Compensation contributions, reimbursement for required licensure, steps added to pay scales, wages increased to match inflation.
- Telework: Lodging covered for 35 miles of travel to the metro or more, meals for traveling to metro, stipend for non, telework/remote workers.
- Insurance: Health club benefits; reduced medical insurance premiums for retirees, lifetime dental, allowing voluntary contributions to Healthcare Spending Plans.
- Work Conditions: First Responder leave same as military leave, increased flexible scheduling.
- Other: 32 Hour Work Week, increased vacation and sick leave, internal bidding process improvements to the contract language.
- What I brought up based on member feedback:
 - a. Specific coverage for women going through menopause, including coverage for specialists, lab work for menopause specific tests, as well as earlier and more frequent scans/tests for osteoporosis.
 - b. Related to telework, parking fees included when traveling to the office as a telework/remote employee.
- 32 Hour Campaign:

There was shock to a recent communication by the campaign which stated that the Negotiators were not willing to consider the petition. I'm paraphrasing, but that was the perception by some negotiators. It was agreed that there is a misunderstanding as to the process of the Negotiations Committee and when we decide what to bring to the bargaining table. Our meeting last week was the first time we discussed and reviewed the issues we should pursue; therefore, it should be clarified that discussions are just now getting started on the issues, and nothing has yet been

embraced or dismissed. The Negotiations Committee did have a heartfelt discussion about the 32-hour campaign, and it is a topic of serious consideration and discussion, moving forward in negotiations.

10. Board Update

- The [Fund Our Future Rally](#) at the Capitol, originally scheduled for 1/29, will now be on 2/18 at 3:30 pm. Along with our coalition partners through We Make Minnesota, we are rallying to demand that legislators step up for working families and value the public services that we provide. This event is separate from, but a good warm-up for, Lobby Day on March 6.
- At the December meeting, the Board appointed the Divestment Task Force from the group of open applicants. [The Divestment Task Force meets at 1 pm on Jan 14.](#)
- The Union Power Project is still open to anyone interested in helping build power with new and existing union members. Reach out to me (Claudia Hochstein) if you're interested.
- The Board meets Jan 17 [in person at MAPE HQ](#) or on [Zoom](#). Member comments are at 11:30.

11. Union Learning Topic: Negotiations and Contract Action Teams, Claudia Hochstein

- It's negotiations season. We negotiate under PELRA. MAPE's team includes an elected rep from all 21 locals, plus 3 appointed members. The employer team includes a wide assortment of staff across agency HRs and Minnesota Management and Budget (MMB).
- Negotiations team meets 6-7 times over a few months. The team reaches a tentative agreement (TA), MAPE Board recommends a yes or no vote (board votes based on whether the contract is the best we're going to get), whole membership votes. A no vote is a strike authorization – if we get to that point, negotiations start over from the beginning (so any gains made will be lost).
- What do we need to do to get what we want? Boost membership, show up to actions to show MMB and legislators that we're active and we care and we're serious about what we need and we're willing to do something about it.
- We build our union one conversation at a time. Find out what's happening in your unit, other divisions, throughout the agency. **We are not alone** and we have many avenues to address issues as a group rather than individually.
- Power: Withholding our labor is the biggest power we have. The best way to avoid a strike is to be ready to strike. We don't take a strike lightly. There's a lot between signing a petition and being ready to strike. You can't go on strike

without solidarity, knowing we have each other's backs. Our power is being ready to strike, if we go on strike then our power diminishes.

- Contract Action Teams: Help info travel from negotiator to members and vice-versa. Build a network of people we can trust to do what they say they will do. Ideal CAT size is ~10 people
- What can I do?
 1. Join the Contract Action Teams: <https://mape.org/getinvolved> or contact alexis.lohse@state.mn.us or monica.weber@state.mn.us
 2. Register and make a plan to attend lobby day:
<https://mape.org/events/lobby-day-2025>