# MAPE Local 2101

# Monthly Business Meeting

Tuesday January 14, 2025

12:00- 1:00 PM Central Time

## Housekeeping

Approval of Today’s Agenda – Approved by majority

170 attendees

## Agenda

* While we normally do a drawing for 4 gift cards each meeting, because this was our first meeting using Teams there was an issue pulling the attendee list. We believe we have fixed that for our February meeting and to do some catch up, we will draw 8 names following the February meeting (2/11)!
* **2025 Budget for Local 2101 – Farris Hassan and Lauren Siegel**
	+ The new hardship policy for 2101 was passed by members and the 2025 budget was approved and submitted in December.
	+ [Here is a link](https://docs.google.com/forms/d/e/1FAIpQLSebGapHwCRi7G2zHOY3u85vAVn1qhcbbB0QnYoa1bBnM_jYrg/viewform?usp=sharing) to the request form for the new Hardship Assistance Fund. The form includes a link to the policy. Lauren reviewed the form. $4,000 are allocated for 2025. If we go through the money this year, we could reallocate more funds and we can change the funding for 2026. This is a new process, so if you run into any challenges with the process or have feedback about the process, reach out to a local officer.
	+ Still need folks to participate in the 2024 Audit; contact Farris, farris.hassan@state.mn.us
	+ We need 3 members who are not signers on our bank account to serve on the audit team. This is something that we do every year in February. The audit is due in early March. Estimated time commitment is 1-2 hours.
* **New Members!** - Lauren Siegel lauren.siegel@state.mn.us
	+ **Welcome new members: Anne Olson, Chelsey Shykes-Folkert, Christina Kollman, Casey Holmes, Laura Schleiss, Bethany Schwerr, Carrie Whitman, Nathan Fawley, Jessica Little, Shelly Diaz, Rachael Kary, Laura Smith, Lyla Amini**
	+ **Membership stats: Members – 1033, Potential Members – 433, 70.46% membership** [**Join MAPE today!**](https://mape.org/join-mape)
	+ **Pushing to meet the 80% statewide membership by signing up 1200 people! There is strength in numbers!**
	+ **Membership drive starts January 22nd and ends February 19th. Join us in talking to your co-worker. Connect with Lauren if you are interested.**
* **New secretary and vice president needed!**
	+ Our local needs a new secretary. This position is responsible for creating the agenda for the monthly meeting, taking notes, and sending out communications to our local.
	+ Our local needs a new vice president! Chris Smith, our last VP, is now President.
* **Congrats to Nicole at being re-elected to Political Council!**
* **Political Council – Nicole Juan** **njuan@mape.org**
	+ Preparing for legislative session for 2025.
	+ **Reminder that Lobby Day is March 6th!** Put it on your calendar! Sign up to join us!
		- **To learn more about Lobby Day and what to expect, come to our MAPE 101 meeting on February 25th**!
		- You can take vacation time or union leave and be paid for the day to attend the event. Lost time FAQ - <https://mape.org/sites/default/files/files/Lost%20Time%20FAQ%202024%20PDF.pdf> Travel reimbursements per the MAPE policy are also authorized.
		- So far 37 people from this local have signed up! We had 24 people last year. We would love to see 50 people attend, if not 100! Our goal is to have 1000 people total, and we are about halfway there.
		- You can bring family members with you. This is a great activity to bring kids, especially since the Capitol is such a beautiful building to explore.
		- Due to construction and other constraints at the Capitol this year, we will be meeting offsite for training, gathering with members in our districts to plan roles, and lunch before we head to the Capitol and then we will bus there together.
		- The Political Council is also helping locals organize buses for people coming from greater MN. Since 2101 is a metro local we aren’t organizing a bus as a local; if you live in greater MN and might be interested in joining another local’s busing arrangement, please reach out to Nicole (njuan@mape.org) or another member of the Political Council ASAP.
		- While ideal, you do NOT need to attend the whole day. There will be trainings offsite in the morning with lunch, a rally midday, and legislative meetings along with options for breakout sessions to learn more about campaigns and MAPE work, ability to explore the Capitol, or attend hearings, in the afternoon. It is important to communicate if you are not planning on a legislative meeting, however, so that staff that are working to set up legislative meetings (and fellow members in your district) are aware of your plans!
* **Negotiations Updates- David Freeman and Christine Retkwa**
	+ State Budget Forecast / Update (see David’s e-mail)
		- The budget is going to be tricky for the next two years, but that does not mean we can’t have a fair contract.
		- Actions that we take to get our contract over the hill include many things with striking being the final potential action: Sidewalk chalking, billboards, mass emails, putting up MAPE background as Teams background, rallies at the governor's mansion, contacting legislators, LOBBY DAY, and lots more. If you have an idea for an action that we can take to get Minnesota Management and Budget (MMB) to be aware of our power, please reach out to David.
	+ Update on negotiations prep and how you can help get us a good contract.
		- Show up. Get involved. Become a member!
		- Submit your proposals [here](https://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqMzTgXBhTf1CtmS8Ok3xuYlURElFWFlWUVo5V0FCMTE4VFFYRDlYMUc3Ui4u) for our 2025-27 contract to our negotiator.
	+ Contract actions teams: Lead one or be part of one! Join us!
		- **Upcoming action is** [**Lobby Day**](https://mape.org/events/lobby-day-2025) **on March 6th!**
		- **450 people have signed up to attend (as of 1/10). Last year AFSCME brought 1,000 people. We should have AT LEAST that many attending to represent MAPE!**
* **Student Loan Reimbursement Committee**
	+ DHS management said they would have a proposal November 1st and we are still waiting! We do not expect anything to change with the exit of Commissioner Harpstead. Please get involved when we send out requests to take action.
	+ **Contact people for our local’s two human services agencies:** DHS: Megan Warfield-Kimball, Dustin Jones, Sarah Sinderbrand; DCYF: Spenser Bickett, Laura Gapske, Nicole Freeman.
	+ Please contactdhs.co.hr@state.mn.us if you need proof of your state service for the PSLF loan forgiveness.
* **MAPE Stewards** – Cassie Stewart cassandra.stewart@state.mn.us
	+ Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
	+ Britton Mikkelsen (bmikkelsen@mape.org) is our new business agent.
	+ Welcome Seng Lee as our new steward!
	+ **Become a Steward!**
		- Basic Steward Training – January 24, 2025, 8:30 am-5:00 pm and April 25, 2025, 8:30 am-5:00 pm
		- Advanced Steward Training – March 28, 2025, 8:30 am-5:00 pm and June 13, 2025, 8:30 am-5:00 pm
	+ Find Your Steward on the MAPE website: [Find Your Steward | Minnesota Association of Professional Employees (mape.org)](https://mape.org/locals/find-your-steward).
* **Board Update –** Vanessa Vogl vanessa.vogl@state.mn.us
	+ New MAPE staff (BAs, legislative)
	+ Union Power Project
	+ Divestment Taskforce
* **Other Announcements**
	+ **MAPE 101:** MAPE 101 takes place from 12 to 1 pm on the 4th Tuesday of the month. It is an opportunity to take a deeper dive into specific topics with time to answer general questions. An invite is sent to our email list the morning of the meeting, and all are welcome! **Next MAPE 101 is January 28and the topic will be about how you can have a conversation with your co-workers about anti-union propaganda.**
	+ **Good and Welfare:** If you know of a coworker in our local who has experienced a loss or a joyous event, please let us know. Fill out and submit the Good and Welfare request form**.** <https://goo.gl/forms/QQD7d4vETAv6vQGF2>**.**
	+ **Hardship Fund**: please use this [link](https://docs.google.com/forms/d/e/1FAIpQLSebGapHwCRi7G2zHOY3u85vAVn1qhcbbB0QnYoa1bBnM_jYrg/viewform?usp=sharing) (use the Chrome browser) to access the policy and form for our hardship fund.
	+ **32 Hour Work Week:** Use this [link](https://docs.google.com/forms/d/e/1FAIpQLSdSO3hfpis1Ed5TYIZgJYg8GaNFkJn_xzQCI9243oPY_lGntQ/viewform?usp=sf_link) to fill out a form indicating your support for this proposal.

Next Officers’ meeting: February 6, 12:30-1 pm

Next General Meeting: February 11, 12-1 pm

## Important Notes:

* If you are encountering managers or supervisors who are opposing your preferred location for work, **(this includes your preference to work in the office)** please reach out to a steward! For telework agreements, contact the Project and Program Implementation Services (PPIS) team directly at dhs.ppis@state.mn.us.
* Stewards meet monthly. Sign up for Steward Training on the MAPE website: <https://mape.org/resources/training/classes>. A steward is a MAPE member who learns our contract inside and out to help fellow MAPE members with contract-related issues. A steward is someone other members can trust with their questions and can help file grievances. It’s an important and fulfilling role! **Contact Head Steward Cassie Stewart** (cassandra.stewart@state.mn.us) or any of the other stewards for more information.
* **Vacation credit for previous employment:** This process should happen automatically prior to your start date. The language for the length of service credit is located in Article 10 of the contract. (Page 18 of the pdf)

If you feel that you have not received the time credit that you should, you CAN appeal HR’s decision! DHS employees contact Mary Buss mary.e.buss@state.mn.us MNIT employees contact MN\_HR\_VACCREDIT@state.mn.us. If you have questions or need support please reach out to an officer or steward!

* **MAPE 2101 Facebook Page** <https://www.facebook.com/groups/mape2101/>
* Contact Chris Smith chris.j.smith@state.mn.us to join the statewide **MAPE Discord** server.
* **Send agenda items** for future meetings to Chris Smith.
* **Visit the** [**MAPE website**](https://www.mape.org/)for statewide news and information. MAPE is also on [Twitter](https://twitter.com/#!/MAPE2012) , [You Tube](https://www.youtube.com/%40MAPEunion) and [Facebook](http://www.facebook.com/pages/MAPE/277856856765).

## Local Officers

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| --- | --- | --- |
| President | Chris Smith | Chris.J.Smith@state.mn.us  |
| Vice President and Community Engagement | *vacant* |  |
| Treasurer | Farris Hassan | Farris.Hassan@state.mn.us  |
| Secretary | *vacant* |  |
| Membership Secretary | Lauren Siegel  | lauren.siegel@state.mn.us  |

**Contract Negotiations Rep**

David Freeman david.j.freeman@state.mn.us

**Regional Director**

 Vanessa Vogl Vanessa.Vogl@state.mn.us

**MAPE Business Agent**

Britton Mikkelsen bmikkelsen@mape.org

## Head Steward

Cassie Stewart cassandra.stewart@state.mn.us

## Stewards

|  |  |  |  |
| --- | --- | --- | --- |
| Dylan Adams | Dylan.Adams@state.mn.us | Liz Pearson | Elizabeth.Pearson@state.mn.us |
| Bruce Anderson | Bruce.Anderson@state.mn.us | Heather Prior | Heather.Prior@state.mn.us |
| Cassandra Cole | Cassandra.Cole@state.mn.us | Nancy Schultz | Nancy.Schultz@state.mn.us |
| Ilya Garelik | ilya.garelik@state.mn.us  | Chris Smith | Chris.J.Smith@state.mn.us  |
| Nicole Juan | Nicole.M.Juan@state.mn.us | Lauren Siegel | lauren.siegel@state.mn.us |
| Alejandro Maldonado | Alejandro.Maldonado@state.mn.us  | Moua Song | Moua.P.Song@state.mn.us  |
| Katherine DuGarm | katherine.dugarm@state.mn.us  | Kat Pruess | kathleen.preuss@state.mn.us  |
| Seng Lee | seng.x.lee@state.mn.us  |  |  |

## State Council/Committee Members

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| --- | --- | --- |
| Organizing Council | Zac Echola | zechola@mape.org |
| Political Council Political Action Committee | Nicole JuanNicole Juan | NJuan@mape.orgNJuan@mape.org  |
| MNIT Meet and Confer | Andi Morris | andrea.morris@state.mn.us |
| DHS Meet and Confer | Tonja Rolfson | tonja.rolfson@state.mn.us |