**Agenda**

**President: Saadia Mohamed**

**Treasurer’s Report: Kristine Anderson (1)**

 **Audit Volunteers-3 people to review financial transactions for the audit**

**Meet and Confer: Michael Diedrich (5)**

**Supplemental Bargaining-agency specific bargaining**

* Elevate key issues at MDE, shared timeline
	+ Classification study, education series and ed fi series was a result
	+ One MDE (pre EDI center)
* New for 2025: Accessibility, Student Loan
	+ Student Loan Reimbursement: need more info/data from members for success in negotiation. Tell our stories and how we are impacted directly
	+ How many people are impacted by student loan debt.
	+ Take our survey! <https://docs.google.com/forms/d/e/1FAIpQLSffJ6kPpDBGd2jbMraGgGddc3fsd4djgheCAOX_fHZAd_kgVw/viewform?usp=sf_link>
	+ Everyone can complete regardless of student loan status, all information is helpful.
* Bargaining for the Common Good
	+ Increase our roles around the state

**Solidarity Committee**

* **Opportunity to join this committee, especially around deportation in Minnesota**
* [**https://ctul.net/en-get-involved-involucrarse/**](https://ctul.net/en-get-involved-involucrarse/)

**Membership: Holly Andersen (10)**

Lobby Day: Bargain for a contract that is best for us that will retain state workers

* Goal: Every member of the legislature have a MAPE member in communication with them
	+ Voices and bodies are equally important!
	+ It’s FUN!
	+ <https://mape.org/events/lobby-day-2025>
	+ Sign up even if you are a “maybe”
		- Travel reimbursement is possible
		- Receive payment for participating
		- Block the whole day on your calendar
		- Follow us on Blue Sky!
		- Need all of our voices!

**Discussion: Mike Schultz (15)**

 **MAPE Contract 101**

Performance Appraisal – Article 6, Section 3

* You have a right to appeal a performance rating in a performance appraisal (review). You may have a steward present at the appeal meeting.
* The substantive judgment of the supervisor is not grievable, and the state’s decision following the appeal is final.
* You can file a written response within 30 days of receipt of the final performance review to be included in your personnel file.

Investigations and Discipline – Article 8, Section 2

* Representatives of the state cannot meet with you to question you in an investigation that may lead to your discipline unless you are notified of the nature of the investigation and are offered the opportunity for union representation (i.e., a steward).
* If you are in a meeting that you believe may lead to discipline, you have a right to leave the meeting until you have union representation.

Vacation Leave – Article 10, Section 3

* You have a right to take a vacation. (Use your vacation leave!) Vacation leave can be used for any purpose and you don’t have to tell your supervisor why you are using vacation leave.
* Requested leave is effectively guaranteed if made at least two weeks in advance.
* The supervisor must promptly respond to vacation requests. If you don’t hear back from your supervisor within a couple business days, send them a reminder. If you still don’t hear back, contact a steward.

Interest Bidding – Article 16, Sections 3 and 4

* You may be eligible to interest bid on open positions. Interest bidders who meet minimum qualifications are considered over non-interest bidders and receive priority for filling the vacancy.
* You must expressly state in your application you are applying as an interest bidder under the MAPE contract. The application must be submitted within the bidding timeframe, which will be shorter than the overall application timeframe.

Workload Concerns – Article 27, Section 1.H

* You can request the union to call a meeting with the state to discuss workload concerns. The union and the state shall meet within 30 days of the union’s request to the state.
* Typically employees and supervisors are present at these meetings, as are representatives of the union and agency human resources.
* The meeting is an opportunity to bring up concerns affecting your ability to complete work. The workload meet and confer meeting may lead to a voluntary agreement in writing between the supervisor and employee to address the concerns.

 **Poll**

**Business Agent: Dan Engelhart**

 **Union Power Project**

* Money delegated to use loss time (time away from work) to work for the union
* Increase membership percentage, for a plan a half day or day away from work

Update:

* Unfair Labor Practice Charge Article 24 Section 7, heard by the employee relations board
	+ Implemented without bargaining
	+ Not consistently given

Sydney Spreck

**Regional Director: Jackie Blagsvedt**

 **Task Force**

* Use the MAPE Strong background <https://mape.org/media/1925>
* Around 68% membership
* January BOD meeting
	+ Passed a timeline for spring elections
		- Delegates for the 2025 Delegate Assembly
		- Special Elections for local executive team
			* VP for 1002
	+ Passed a process change for how to submit constitution changes/policy changes: now due by April 15 to the constitution rules committee.
* Divestment Taskforce <https://mape.org/committees/board-directors/divestment-task-force>
	+ Passed by the 2024 Delegate Assembly
	+ Passed due to an interest in a cease fire in Palestine
	+ Met for the 1st time last week, working to revise the Charter
		- Hoping to report to the BOD in February
		- Follow along in the subcommittees of the Board of Directors webpage
* Jackie’s Goals:
	+ Finance Workgroup
	+ Resolutions to election rules and possible changes to the constitution
	+ MAPE restructure, represented by Michael Diedrich
	+ Advocating for MAPE EDI subcommittee

**Political Council Update: JVO**

 **Elections Update: JVO is vice chair!**

* Two new members also elected
* Two Special Elections in the MN Legislature
	+ Senate District 60: Jan. 28 (Strong DFL district)
		- Doron Clark is the DFL and MAPE endorsed candidate-
	+ House 40B: Election moved to a later date
		- David Gottfried is the MAPE endorsed Candidate

 **Lobby Day Logistics and FAQ**

* + If you live in Rochester or Duluth, there likely will be bussing from that area
	+ Planning Breakout sessions for learning opportunities
		- 32 Hour Workweek
		- Ceasefire Caucus
		- Labor History in MN
	+ Defend the gains we got last year
	+ The more of us there are the more power we have!

 **State Budget Update**

* Small surplus in the current biennium
* 5 Billion dollar deficit in coming years
	+ May be a reason for cuts to our contract

**Raffle: Holly Andersen**

**Closing**