

# MAPE Local 101 Member Meeting

February 11, 2025, 12:05pm

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

[Current MAPE Contract](#)

Total attendance: 108

- 1) President report – Keylor
  - a) Public sector work is being attacked at the federal level, don't think the state level is not next. Fed funding freezes will impact people employed by the state if they go through. A lot of confusion out there, stay informed, try not to get frustrated and bogged down in social media sphere. Message from President Megan Dayton - she's in talks with other MN unions, but we need to fight for ourselves and our work, no one is going to save us.
- 2) [MAPE 101 training](#)/Introduction to MAPE, Feb 12<sup>th</sup> 12-1pm
- 3) Social update – building union engagement, Jim Olson
  - ) Happy hour recap - Jan 16 at St Paul Brewing; ~20 people attended, fun, good food
  - a) Lunch planned Feb 18<sup>th</sup> - gluten free and veggie options, good local pizza; please respond to the meeting invite so we know how much pizza to order; light agenda, mostly to just see each other
  - b) March Happy Hour at Union 32 in Eagan; invites coming soon
- 4) Thanks to Connie Stauffer for her long tenure as membership secretary. She is retiring soon, so the officers are getting her a gift card.
- 5) Temporary unclassified positions
  - ) Dan: What we know: we're not going to waive contractual protections at this point - so classified/certified folks have layoff protections (seniority in same class, ability to bump someone - causes chain reaction, flow chart on website). We're here for you in case that happens; not here to create panic.
  - a) Dan: People more at risk are temporary unclassified (TU); state statutes allow for TU. No longer than a 3 year appt, tied to a short term funding source. MAPE has been working on reducing the use of TU for a long time, used to be >1000 across the state, now down to ~600. Appointing authority has the ability to convert a TU to classified. Emails have or will soon go out to TUs at the agency level. These positions are most vulnerable b/c can be ended at any time, also grant funded creates vulnerability.

- b) Dan: What would happen if your appt was ended? What is the value of your work?  
That story is important – we recommend you write it out so the public would understand it and share it with Keylor so we can help fight for that.
  - c) Keylor is TU. Not panicking, stay informed, stay involved.
  - d) If you hear anything about layoffs or receive any kind of notice let MAPE know on [this form](#).
- 6) Update on federal funding freeze:
  - a) Claudia: We received memo saying fed funds would be frozen, court stayed it, memo was rescinded but policy still stated; currently in weird situation where we don't know what's happening. Had a local officer training on Friday where we talked about some actions we can do to deal w/situation. [Toolkit link](#). Make time each day to call your senator and representatives, scripts in toolkit. We all do important work, even if I'm not federally funded, my work is affected if I lose my colleagues. Even if you don't like the phone, they don't ask follow-up questions, just share your thoughts.
  - b) Claudia: You don't buy a plunger after your toilet it clogged; we all need to get our plungers ready because we know big things are coming. Knowing that we're a network of mycelia and we are making those connections, holding the soil together, ready to respond when something bad happens, so we're not scrambling...Talk to all your co-workers, especially those who aren't here. How would it feel to lose their job, how would it feel to absorb the work of others if they lost their job? We don't want the budget balanced on our backs.
  - c) Dan: There's a lot of unknowns. Two rally opportunities 2/18 and 3/6. Opportunities to show up. Talk to coworkers and see where they're at. If you have a story to tell (especially related to the governor's budget, etc.) let us know. We also may come to you looking for stories. Through the midst of all this, we're in contract bargaining, we need a bargaining rep/negotiator for our local. This is the time to show up if you have been or haven't been.
- 7) MAPE Lobby Day: What to expect – Sascha
  - a) Goals of Lobby Day: 1) Lobby legislators on MAPE's legislative priorities, 2) Create networks of members willing and able to take action.
  - b) Check-in: MAPE makes it all easy! Folder with useful paperwork including schedule for the day, one-pager listing issues and bills that MAPE supports, lost-time form (MAPE will pay your regular salary, you take a vacation day, look up your hourly rate ahead of time for the form), rally chants, cool swag
  - c) Rally in the rotunda: Speeches by MAPE members, governor and/or legislators; chants and scarf-waving; feelings of solidarity and making your voice heard.

- d) Meet w/your state senator and representative: At set times, meet each of your two legislators at their office (or other listed location); Spend ~15 minutes chatting with them about the issues that are important to you – tell your story about what you do for the state and why it's important, put faces and stories to state workers.
  - e) You'll get an email from MAPE staff prior to Lobby Day with the list of members attending from your district – I recommend exchanging contact info and/or plan a place to meet day-of to strategize and plan your meetings; If you are the only person from your district, there are MAPE folks happy to join you at your meetings if you want company
  - f) Learn more at virtual trainings [Feb 12 at 5:30](#) and [Feb 19 at noon](#).
  - g) [Register and more info](#)
- 8) Discussions of temporary unclassified (TU) - DNR has made people reapply and interview for their positions to convert from TU to classified. Being prepared - so many things we can do to show our solidarity and that we don't want to lose our unclassified colleagues. If you are a person with creative thinking skills and good ideas for demonstrations or pins or background to put up or anything. Being in a union lets us do coordinated union protected activity, so if you have something in mind, we could talk about it. We showed our power by getting vac accrual signatures. Claudia would love to talk to others who have ideas for how to show our union is active and not backing down.
- a) Dan: had one listening session for DNR supplemental bargaining. Planned: Wildland fire (fix 7L issue for hours of work for overtime), uniform. Talk to M&C team.
  - b) DLI has a new M&C chair: Vickii Broskoff - If you have interested in being on the team, let us know. If you have issues you think we should address at DLI, let us know.
  - c) Discussions in the chat on vacation accruals. We pushed and pushed and pushed for this in M&C and finally got that win. If you have success stories, please email them to Keylor. We would like to collect these stories so the next time we want the agency to follow the contract, we can provide examples. Also it's a success story to get people to join the union. If we don't know what happened, we can't share the stories. Keylor: writing prompt for you story 1) what did you get 2) how has that extra time helped you in your life 3) feel free to share personal stories of how it affected your life. (Dan: We had 510 people sign the petition for Vacation Accrual at DNR! it was the most restrictive application of any agency and now one of the most expansive! DNR had a 5 year cap for any credit no matter what- it took a long time but what really drove it over the top was the petition showing how deeply and broadly felt this was.)

- 9) Monica: may be getting someone on providing nursing mothers guidance for DNR. If you have new parent stories to share, send to Keylor. Type of room, paid time off, refrigeration; all the things they have to provide for you. We wanted DNR to put guidance on intranet. Greenbelt project underway on this type of guidance.
- 10) Melissa Collins in the chat: Now with changes to the Dept. of Ed, the student loan/public service loan forgiveness situation looks very different. This is a more important issue than ever for DNR.

### **Member Meeting officer updates emailed prior to meeting**

- a) President report, and action items
  - i) We need a negotiator for region 101, please reach out to any officer if your interested
  - i) This is a big lift and we can assist you, this is a no guilt zone so doing what you can is good enough.
  - (2) [Fund our Future Rally | Minnesota Association of Professional Employees](#)  
February 18<sup>th</sup>
  - (3) [Lobby Day March 6<sup>th</sup> 2025](#), 680 people have signed up so far
  - (4) Please fill out your employee engagement survey
    - (a) Email link unique to you sent on 1/27/2025
  - (5) Some members may have recently received junk mail from a group called the Freedom Foundation encouraging you to drop your union membership. We hope you choose to ignore this union-busting tactic.
- b) Membership secretary
  - i) [MAPE "101" statewide Webinar](#), Wednesday February 12<sup>th</sup> 12-1pm, no need to register
  - i) In person lunch at the DLI office. February 18<sup>th</sup> 2025
  - i) Please reach out to membership secretary Leah Shepard ([leah.shepard@state.mn.us](mailto:leah.shepard@state.mn.us) or by teams) to learn about a new initiative starting soon to welcome all new MAPE-represented employees in local 101. Volunteers (this could be you!) will be given a short training on expectations (they are low) and will be able to match themselves to reach out to new people in their work areas. Conversations will be self-selected, so volunteers (you) can select as many or as few as make sense with your other commitments or current interest. This is a super fun, easy, and flexible way to contribute to the union and towards a welcoming work environment for new hires. No need to contact Leah again if you have already expressed interest.
  - ) New hires in Local 101 from January 2025: New Hires

- (4) Department of Labor and Industry, 7
  - (5) Department of Natural Resources, 6
- ) Local 101 Membership Changes for January 2025
  - (a) New members , 11
  - (2) Dropped members , 0
- ) Local 101 Members vs Non-Members as of February 4, 2025:
  - (6) Members, 511, (63.16%)
  - (7) Non-Members, 298, (36.84%)
    - (a) This is a 0.53% increase from the last report.
- c) Treasurer
  - i) The annual checkbook audit is due March 15.
  - ii) We need two more volunteers to review 2024 spending to verify that spending was appropriate.
  - iii) Please contact Tyler Teggatz if you are interested in participating.
- d) Steward Update
  - i) 9 open grievances, 2 at DLI and 7 at DNR. No new grievances this period.
- e) DNR meet and confer update
  - i) Ongoing fire discussions, fire boot issues in FAW.
  - ii) Provided a revised PD to management showing current fisheries duties. Basically a modified Wildlife PD.
  - iii) Ongoing discussion about Park Naturalists safety concerns.
  - iv) Did hold a feedback loop sub team meeting on 1/14 continuing discussion on this topic with management.
  - v) Central office RFP follow-up about the importance of parking and security.
  - vi) Reminder from management to complete the employee engagement survey. It is anonymous, DNR management cannot identify anyone who participates. Staff are strongly encouraged by both management and MAPE to fully participate. Let them know how you truly feel.
  - vii) MAPE indicated they wanted to participate in supplemental negotiations.
- f) MNIT meet and confer
  - i) Shared some concerns about hiring practices and references that are required / asked for.
  - ii) Management will have an update on MDE at our next meeting.
  - iii) MAPE indicated they wanted to participate in supplemental negotiations.
  - iv) Asked if there were any implications from the Governor's proposed budget. There were not specific to MNIT.
  - v) Ongoing discussion about use of preferred names.
  - vi) Windows 11 update and spam discussion.

- vii) Reminder from management to complete the employee engagement survey. It is anonymous, MNIT management cannot identify anyone who participates. Staff are strongly encouraged by both management and MAPE to fully participate. Let them know how you truly feel.
- g) DLI meet and confer update
  - i) Vickii Broskoff – volunteering to step as the M & C Chair for DLI! Yay! Thank you, Vickii!
  - i) Next step is to have the board vote and then she will be the chair
- h) MAPE Political Action Committee
  - i) First week of session there is a power sharing agreement in the MN house for the next month until a special election.
- i) Negotiations update
  - i) We need a negotiator for local 101.
- j) Board Update
  - i) Over the last few weeks, I have been working with folks across MAPE to prepare and train our officers on how to respond to the current federal crisis and state budgetary issues. Our MAPE communications staff have put together a "[Public Worker Attack Response Resource Toolkit.](#)" Check it out and share the important work you do to serve the people of Minnesota.
  - ii) In the first six days of February, 5,575 people chose to join the American Federation of Government Employees, which is the biggest union of federal employees. The National Federation of Federal Employees, another union, reported that Forest Service membership is up 20% over a two-week period.
  - iii) EPA employees forced to return to the office have reported feeling closer, more connected, and ready to fight.