

Local 301 Membership Meeting

Date/Time: Tuesday February 11, 2025, 12:05 pm

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 President: Quinn Carr

Attendees: 142

1. Introductions and welcome everyone to the meeting

- Local 301's Executive Team:
 - President: Quinn Carr
 - Regional Director: Mark Snyder
 - Vice President: Kari Cantarero
 - Treasurer: Leya Charles
 - Membership Secretary: Andrew Carollo
 - Secretary: Michelle Belmont
 - Regional Steward Director: Anne Claflin
 - Chat Monitor this month: Leya Charles

2. Announcements

- Introductions
 - Quinn - biography
 - Kari- biography
 - Quinn and Kari have been added as signers of the Affinity local 301 checkbook
- Federal Freeze Impacts provided by Kaity Taylor
 - MPCA Meet and Confer sent a data request to MPCA. We will continue to confer on the potential impacts to our agency.
 - Working with other labor unions at the PCA (MMA, AFSCME) to bring these discussions to the Labor Management Committee as well.
 - PCA has historically been very good at avoiding layoffs.
 - We are seeing a lot of attacks on staff that do DEI work at the Federal level:
 - We want to thank our Local 301 colleagues that do this work here at MPCA/BWSR/MNIT
 - Katrina and Peter have expressed their support for MPCA's Equity Committee and the work it does and will continue to do
 - They shared that MMB has responded to federal inquiries about DEI staff with DEI is the responsibility of ALL state employees

- **Actions for MAPE members** (Mark Snyder leading conversation)
 - Ensure your department's seniority roster is accurate. If it is not, contact your business agent. Rosters are typically hosted on agency intranets. (MPCA M&C requested this) <https://lorax.pca.state.mn.us/hr/jobs>
 - **Notify MAPE of any formal layoff or informal work impact notice using the MAPE 2025 Layoff Form** [Link](#)
 - Share your impact – we need stories to tell and faces to connect to the services we provide. Submit yours using the [Share Your Impact Form](#)
 - Sign up to be a member and join us for the Fund Our Future Rally and for Lobby Day
 - MAPE website has a Public Workers Attack Response Resources page <https://mape.org/public-worker-attack-response-resources>
- Upcoming Events
 - Fund our Future: Feb 18, 3:30pm
 - <https://mape.org/events/fund-our-future-rally>
 - Lobby Day: March 6
 - Registration closes February 21 or when reaches 750 <https://mape.org/events/lobby-day-2025>
 - Trainings
 - Tomorrow, 5:30pm <https://mape.org/events/virtual-lobby-day-training>
 - Wed, Feb 19th Lunch hour <https://mape.org/events/virtual-lobby-day-training-2>
 - Engagement Survey: Feb 21 deadline
 - **Join us for FOOD:** Tuesday, Feb 18

3. Membership Committee Update

- Andrew Carollo, Chair (andrew.carollo@state.mn.us)
- 401 members, 73% members
- New members: Andrew Miller, Ian Peters
- Get your MAPE swag!

4. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
- Join the stewards! [Training opportunities](#)
 - Beginner: April 25th

- Advanced: Mar 28th, Jun 13th
 - Contract Training: May 30th
 - Lost time is paid by MAPE, if vacation time is used to attend.
 - <https://mape.org/resources/training/classes>
- Stewarding: how to help your coworkers, how to work with supervisors, how to position yourself well and advocate for yourself, and any other contract issues.

5. Board of Directors Update

- Board of Directors meeting took place on Thursday and Friday, January 16-17th
 - Thursday was onboarding for new and returning BOD members
 - Friday was a lot of planning out the year ahead, getting updates on the legislative session, the [Union Power Project](#), an update on the membership freeze and passing a state budget adjustment to account for staffing hires.
 - Next Board of Directors meeting scheduled for **Friday, February 21st**.

6. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- Meet and Confer Mar 10th 2-4pm
- **Please reach out with any issues with the student loan reimbursement process**

7. BWSR Meet & Confer Update

- Melissa King, chair
- Suzanne Rhees, St Paul - passing along frustration at BWSR that they were not eligible for Student Loan Reimbursement
- Vacancies exist on team, if anyone in BWSR would like to join!

8. MPCA Labor Management Committee

- Kurt Carlson / Cindy Osborn

9. Negotiations Update

- Region 3 Negotiator: Naveen Borojerdi

- MAPE Statewide Negotiations page:
<https://mape.org/committees/negotiations-committee-team>

10. Attendance Prize Drawing

- 4 \$25 gift cards for local businesses to attendees of this meeting
 - Sift (gluten free bakery)
 - Afro Deli
 - Big Hill Books
 - Treats (ice cream shop on grand in St. Paul)
 - Cafe Latte
- Recommend businesses to Andrew Carollo
- Winners for the gift certificates this month:
 - William “Bill” Wilde
 - Kristen Peterson
 - Josphine Hartung
 - Alison Cameron

Meeting Adjourned: 12:48 pm
Meeting Secretary: Michelle Belmont
Next Meeting Date/Time: Tuesday, March 11, 2025 at 12:05 pm

SLIDES:

MAPE Local 301 Monthly Membership Meeting



Welcome!

We will begin the meeting ~12:05

Please MUTE your microphones if you don't intend to speak to the group.

MAPE Local 301 Meeting Agenda



1. Welcome/Announcements
2. Federal Freeze Impacts
3. Upcoming Events - Fund our Future, Lobby Day and Engagement Survey
4. Negotiations Update
5. Membership Committee Update
6. Stewards Update
7. Board of Directors Update
8. Meet & Confer Updates (MPCA & BWSR)
9. MPCA Labor Management Committee Updates
10. Prize Drawings!!!

MAPE Local 301 Executive Committee & Leadership



Executive Committee (2025)

Quinn Carr: President

Kari Cantarero: Vice-President

Leya Charles: Treasurer

Michelle Belmont: Secretary

Andrew Carollo: Membership Secretary

Mark Snyder: Regional Director

Monthly Chat Monitor: Leya Charles

Leadership

Anne Claflin: Regional Steward Director (also on the Statewide Employee Right Cmte[ERC])

Kaity Taylor: MPCA Meet & Confer Cmte Chair

Melissa King: BWSR Meet & Confer Cmte Chair

Naveen Borojerdi: Region 3 Negotiator

Emma Tschann: Region 3 CAT Co-Lead

Eric Wilcox Freeburg: Region 3 CAT Co-Lead

Jen Crea: MPCA Safety Committee, MAPE Rep

Quinn - intro



Rule Coordinator— help with implementing laws and regulations through project coordination as well as assistance with research & data analysis. I've been here for 5 years also doing data analysis work while I was a data analyst for the City of Minneapolis for 6 ½ years.

Outside of work I enjoy hiking, biking, making music, playing sports in the Twin Cities Stonewall league and being a civic nerd where I can!



Kari - intro



Lead Contract Specialist – work with MPCA programs and leadership to recommend appropriate contract approach and timelines, draft and negotiate contract documents, and train staff on contract management best practices.

Outside of work I enjoy spending time with my husband and two kids, mountain biking, reading, playing pickleball, and working my way through new hobbies (I'm currently taking a pottery class!)



Want to get involved? Our openings...



Meet and Confer (M&C) Committees

- PCA: Kaity (Kaity.Taylor@state.mn.us)
- BWSR: Melissa King (Melissa.King@state.mn.us)

Labor Management Committee (LMC)

- Cindy Osborn (Cynthia.Osborn@state.mn.us)

Contract Action Team (CAT) - need as many volunteers as we can get!

- Contact Emma Tschann (Emma.Tschann@state.mn.us) or Eric Wilcox Freeburg (Eric.WilcoxFreeburg@state.mn.us)

Stewards

- Anne Claflin (Anne.Claflin@state.us.mn)
- Take steward training:
<https://mape.org/resources/training/classes>

Membership Committee

- Andrew Carollo (Andrew.Carollo@state.mn.us)

Food Committee

- Shanna Schmitt (shanna.schmitt@state.mn.us)

Announcements



- **Life Events:** We appreciate knowing about life events so that we can support our members if needed. Please reach out to anyone on the Local 301 Executive Committee, <https://mape.org/locals/301>.
- **Discord Group:** Connect with your fellow union members, share a good union meme, or ask questions regarding contract negotiations? Email **Chris Smith** if you need a link.
- **Join us for FOOD:** Tuesday, Feb 18 @ NOON - Lower Level Conf Rooms
- **New 301 friends** - 3rd floor of the St. Paul Office from DEED!

Update/message on the Federal Funding Freeze & Impact on MPCA/BWSR



MPCA Meet and Confer sent a data request to MPCA. We will continue to confer on the potential impacts to our agency.

Working with other labor unions at the PCA (MMA, AFSCME) to bring these discussions to the Labor Management Committee as well.

PCA has historically been very good at avoiding layoffs.

Update/message on the Federal Funding Freeze & Impact on MPCA/BWSR



We are seeing a lot of attacks on staff that do DEI work at the Federal level:

- We want to thank our Local 301 colleagues that do this work here at MPCA/BWSR/MNIT
- Katrina and Peter have expressed their support for MPCA's Equity Committee and the work it does and will continue to do
- They shared that MMB has responded to federal inquiries about DEI staff with DEI is the responsibility of ALL state employees

Update/message on the Federal Funding Freeze & Impact on MPCA/BWSR



Actions for MAPE members

- Ensure your department's seniority roster is accurate. If it is not, contact your business agent. Rosters are typically hosted on agency intranets. (MPCA M&C requested this)
- Notify MAPE of any formal layoff or informal work impact notice using the MAPE 2025 Layoff Form (share in chat)
- Share your impact – we need stories to tell and faces to connect to the services we provide. Submit yours using the Share Your Impact Form (share in chat)
- Sign up to be a member and join us for the Fund Our Future Rally and for Lobby Day
- MAPE website has a Public Workers Attack Response Resources page (share in chat)

Upcoming Action: Lobby Day, March 6



One of our biggest opportunities to represent MAPE! Rally in the rotunda followed by meetings with your Legislators.

- Registration closes **February 21 or when reaches 750**
<https://mape.org/events/lobby-day-2025>
- Lost-time eligible (MAPE will reimburse your time at your hourly rate).
 - Don't want to burn Vacation? Ask Eric about [UNL] leave!
- Free Lunch!
- ALREADY 705 Registrants! Record registration already!

Registration by Locals

2101	72
901	62
401	61
601	60
201	40
801	36
301	33

Local 301 is 3rd by
percentage registered!

Employee Engagement Survey



Your voice matters! Take the Enterprise Employee Engagement and Inclusion Survey **by Feb. 21**.

Opportunity to provide *honest* feedback on your agency

There is a link in self-service in addition to the email.



MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of February 04, 2025:

- 401 members (about 73%)
- 153 non-members
- 29 associate members (retirees)

Please contact Andrew Carollo (andrew.carollo@state.mn.us) if you'd like to join the Membership Committee!

MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors meeting took place on Thursday and Friday, January 16-17th
 - Thursday was onboarding for new and returning BOD members
 - Friday was a lot of planning out the year ahead, getting updates on the legislative session, the Union Power Project, an update on the membership freeze and passing a state budget adjustment to account for staffing hires.
- Next Board of Directors meeting scheduled for Friday, February 21st.

Contact Mark if interested in attending a Board of Directors meeting: msnyder@mape.org
(Mark can also relay statements during member comments for anyone who has them but cannot attend)

BWSR MAPE Meet & Confer Team



BWSR MAPE Meet & Confer Team:

- **Melissa King, Chair (St. Paul)**
- Jason Weinerman, Vice Chair (Waite Park)
- Annie Felix-Gerth (Waite Park)
- Matthew Fischer (Bemidji)
- Steve Hofstad (Detroit Lakes)
- Erin Loeffler (Duluth)
- Suzanne Rhees (St. Paul)

<https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Brandon Montgomery (St. Paul)
- Bill Dunn (St. Paul)
- Kurt Carlson (Duluth)

MAPE Local 301 Monthly Prize Drawing



Drum roll, please!

Current choices:

- Sift (gluten free bakery)
- Afro Deli
- Big Hill Books
- Treats (ice cream shop on grand in St. Paul)
- Cafe Latte

