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| **Order of Agenda** | **What to do or discuss** | **Time** |
| **Call to order:** | President | 1 min |
| **Approve previous minutes** | If posted to site by 04/22/25.[https://mape.org/locals/1601](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Flocals%2F1601&data=05%7C02%7Cmel.markert%40state.mn.us%7Cbef4a265969949edf11808dd80ce2098%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638808345029973906%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=39A02ZExlxbkzWn%2BJ8v7g2HxIwCuqJ7EAixGBx0CPmA%3D&reserved=0) | 2 min |
| **Presidents Report:****Laura Czech** | Introductions and time allotted for any motions from the floor.*51 people online for the first meeting on Teams.* | 5 min |
| **Treasures Report:****Aarica Burke** | Local Financial Standing.Current $10,759.33No expenses for March.*Out today, but we are doing well as a Local. No March expenses.*  | 3 min |
| **Steward Director Report:****Jesse O’Connor** | Updates on any issues in the region.*Investigation at DNR, no other updates.*  | 7 min |
| **Membership Secretary:****Susan Sunde** | Membership totals.70.54% Members29.46% Non-members*There are more membership drives this time of year. With the new contract coming it’s important to include new members, who will also have the right to vote.**There is an event tomorrow that is eligible for lost time. It’s in the cities and is in support of negotiations.* *Please reach out to new staff in your office if they are not members. Or reach out to Susie to see if someone can reach out to them.*  | 2 min |
| **Regional Negotiations Rep Report:****Susan Sunde** | Update on any contract information. Negotiation plans and CAT.*The proposals are posted on MAPE’s website. Both sides are posted.* [*https://mape.org/proposals-0*](https://mape.org/proposals-0)*It was disappointing knowing there are many people concerned about RTOs and layoffs being handled incorrectly for DHS and MMB came with a lot of language to take away member rights around layoffs. They want to get away from a seniority type roster and allowing MMB/employer to select who they can layoff. MAPE strongly opposed. MMB had to re-do the layoff process at MDH because they were not given to the right people.**Only one of their proposal we gave a tentative agreement on.* *As a union we have a lot of power for how this contract cycle goes. We can take action and use the power we have. We can push back if we stand together.**There was some question that all negotiations would be focused on telework, but we are moving forward with a wide range of proposals. We have a lot of actions around the RTO policy and how it was rolled out, but the contract proposals do not focus on just that.**There have been a few comments that RTO does not impact everyone. While it may be true that not everyone is working from home, the issue is how the RTO was enacted and the lack of consideration from a “Labor friendly” governor. There was no/little consideration to the cost of RTO and the downsizing agencies have done to their office space for cost saving measures. This increase in cost for RTO has to come from somewhere and it could impact our wages and job security. So, while the RTO might not directly impact all MAPE members based on the location they perform their work, it does impact ALL MAPE represented employees on how we are treated as a union and as state employees.* *We know there are mailings and other attacks that come out regularly to encourage people to leave the union. We have no control over them. These mailings do not account for increase in wages, keeping healthcare low, job security, etc when they show the “cost savings” for leaving the union. If you do respond to the mailings, you can send the envelope back since it’s often prepaid. You can also ask to be taken off their list.**One question about proposals: CPI for COLA.**Consumer price index.  This is new proposal is a new concept that was brought forward this year.  MMB has already said no. MMB won’t discuss anything economic until we have a budget (usually the 3rd week of May). This approach looks at for example,  the cost of a gallon of milk and looks at how much that cost increases to gauge inflation.  This proposal would be applied to COLAs automatically so that we keep up with inflation.  COLA is meant to keep up with inflation and is different from across the board. Across the board is a percentage that we negotiate on each contract cycle currently, and we would continually in addition to this auto COLA if it was passed and put in contract language.**Question: Because telework is a hot topic, how are proposals prioritized?* *What is put out there is always a priority. The telework contract proposal is to change rights around telework which differs from the RTO. The RTO is a policy change and not something we can negotiate, but efforts are running alongside the negotiations efforts. It’s been an attack on our rights and the governor is not answering questions directly of the unions. For that it is a priority because it’s affecting everyone right now with how this can impact agency spending. Taking away money that could be spent on staff and salaries and fully funding our agencies.**We see the state continuing to want to retain management rights. We want to be treated like responsible adults who can perform our work without micromanagement.* *Planning a Townhall for region 16. Possibly on April 29th, before the next negotiations session.* | 7 min |
| **Regional Directors Report:****Darren Hage** | Update on any regional business.*Laura will share Darren’s notes. See below.* *1601 has a vacant position for VP. If you would like to nominate yourself or someone else, please contact Laura about how to do so.* *Question from chat:* *Question: Were we allowed to have our MAPE background up for virtual meetings on the day of Opening of Negotiations, or for the entire week?**Answer: There is one specific MAPE background that is allowed to be up at all times.  It has verbiage in the lower right hand corner**Some people have been told not to have any MAPE backgrounds or pictures.* *Legally we are allowed to have one specific background up for meetings. There is a statute listed on the background. If you are still getting pushback from agencies, please let Susie know so MAPE can address the issue.* *Please consider taking steward training! Information and registration is available on the MAPE website. You can get lost time and milage for attending**Susie has A LOT of MAPE swag. If you would like some please let her know and she will arrange a time to meet. Especially has a lot of t-shirts and some other items.* *Chat question: Do we have any union guidance yet regarding employee rights on signing the "new" telework agreements that are supposed to be sent to employees soon? Answer from chat: Regarding the new telework agreements:  Not official but I had heard we are to sign and inform them only signing as required.  But to file an official appeal/contest to as is in our MAPE contract now.  It has to be an appointment set with supervisor.  Once that is done it may go to MMB.  At least cause MMB issues and hold open our contesting it.* *From Susie: You don’t need to file an appeal until after you are asked to sign it. You have 30 days to file an appeal. It goes to your supervisor to begin, but should move beyond that. Recommend that anyone that has a change to schedule because of this file an appeal. Even if you are already in the office and it impacts the days you can be in the office due to space. Please reach out to any local officers if you have questions. More to come after May 1st.*  | 7 min |
| **Business Agent:****Amanda Prince** | Updates on any organizational business.*Amanda our, see Darren’s notes.* | 7 min |
| **New Business** | None | 5 min |
| **Old Business** | In person meeting/MS Teams*First meeting on teams seems to be successful.*  | 1 min |
| **Good and Welfare** |  | 1 min |
| **Gift Card Drawing** | Susie will draw: Kris Henifin | 1 min |
| **Next meeting** | 05/27/25 | 1 min |
| **Adjourn** |  |  |

Notes from Darren:

Board Notes April 18th

Chief of Staff Report - Todd

 Been dealing with unexpected announcement from Walz about a telework policy

ER board meetings, joint press release with AFSCME, informational emails to members and nonmembers, rally at the governor’s office

 Layoff announcements – MDH, VRS at Deed

 Had a march to Centennial Office Building in St Paul

Contract Negotiations has started – Open proposals 4/15 and 4/16 with a townhall on 4/17..

Providing lots of layoff support for employees receiving layoff or job termination notices.

MAPE elections for delegates, alternates, and vacant positions has opened April 7th and will close May 5th.

Kristin -Talked about what a disaster the layoff process has been and still is currently. MAPE has been pushing back on the crap show. 197 employees impacted. Are redoing the entire layoff process and now are talking about 100 employees impacted. This was due to the hard work of our business agents. New layoff notices are being sent out. Previous notices were unclear.

Communications Report – Ashley Erickson

The team has been busy and involved in all things related to negotiations from messaging, media, social media, script writing and more since Tuesday’s opener last week.

More then 800 member rallied at the Governor’s resident to voice their displeasure on the Return to Office(RTO) order.

The communications team is also working with media and members on stories about hundreds of layoffs at the MDH after the white house rescinded more then 220 million in federal grants.

UPP (Union Power Project Presentation)

Board approved funds for each piller of the UPP project to start working within their pillars. From MAPE 101 trainings to member engagement to membership outreach plans.

Steward Trainings:

 [Steward Trainings](https://app.govenda.com/company/4680/meetings/140/agenda/file/5742)

**1.**[Basic Steward Training - April 25, 2025](https://mape.org/events/basic-steward-training-april-2025)

**2.**[Contract Steward Training - May 30, 2025](https://mape.org/events/contract-steward-training-may-2025)

**3.**[Advanced Steward Training - June 13, 2025](https://mape.org/events/advanced-steward-training-june-2025)

**4.**[Organizing as a Steward - Session Two - June 16, 2025](https://mape.org/events/organizing-steward-2025-session-two)

**5.**[Basic Steward Training - August 15, 2025](https://mape.org/events/basic-steward-training-august-2025)

**6.**[Organizing as a Steward - Session Three - October 20, 2025](https://mape.org/events/organizing-steward-2025-session-three)

**7.**[Basic Steward Training - October 24, 2025](https://mape.org/events/basic-steward-training-october-2025)

**8.**[Contract Steward Training - November 14, 2025](https://mape.org/events/contract-steward-training-november-2025)

**9.**[Advanced Steward Training - December 12, 2025](https://mape.org/events/advanced-steward-training-december-2025)