

Local 301 Membership Meeting

Date/Time: Tuesday May 13, 2025, 12:05 pm

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 President: Quinn Carr

Attendees: 217

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: Everyone must help

2. Announcements

- Earth Month Share out
- **Upcoming Events**
 - Join us for FOOD: Tuesday, May 20 @ NOON - Lower Level Conf Room

3. Negotiations Update

- Region 3 Negotiator: Naveen Borojerdi
- Region 3 Contract Action Team (CAT): Co-Leads: Emma Tschann, Meridel Phillips, Aviva Meyerhoff
- Town Hall Update
 - Non-Economic Stuff (No Budget in place)
 - Artificial Intelligence concerns - MMB open to small group discussion
 - MMB has dropped the Layoff language
 - Telework Proposal
 - RTO will need to be fought outside of negotiations
 - MMB has signalled they are open to a discussion on it, but as of yet has not happened

- MMB has dropped the restriction they wanted on using medical leave
 - Telework is a top priority
 - <https://mape.org/news/pension-divestment-statement>
- Healthcare / SEGIP Opening Proposal
 - Cost comparisons
 - <https://mape.org/news/segips-health-care-proposals-include-huge-increases-members-their-families>

4. Commissioner and Governor Update

- Town hall from the Commissioner's Office on 5/1 - still a lot of unknowns, but a few highlights:
 - MPCA is requesting an exemption for timing/start date - just St. Paul, Duluth, Mankato and Rochester. More details to come.
 - ADA requests to be exempted should be submitted ASAP! Trainings will be provided on this.
- Governor's Office is not willing to rescind the RTO, and this makes negotiations all the more important! (see MAPE proposal 18 on Telework)
- Updates
 - BWSR - telework forms for BWSR were due yesterday - we have multiple offices with space issues
 - MNIT - due to space, we are required to be in office 2 days a pay period, as of now. MNIT people, according to my sup, are *not* going to keep their assigned desks. I am currently assigned a desk and I am losing it.
 - ADA requests need your physician to fill out a medical inquiry form which can take a while - don't delay!
 - St. Paul office workers got an extension but supervisors have to start the 50% time starting June 1st
 - Katrina did confirm they will not be renting other office space. MPCA is waiting for MMB to approve their request to defer the implementation timeline due to space. MMB is supposed to let MPCA know this week about the extension request
 - MPCA is purchasing software to be used to reserve work spaces - It has been suggested to me that PCA and MNIT@PCA will be using Robin like the Stassen building

Supervisor Telework Considerations

Schedule Options	Minimum required to meet 50% in office/field
Regular schedule with ten 8-hour days within a single pay period, or 20 possible working days in two pay periods.	= 10 days/month in office/field. Options to meet the minimum: <ul style="list-style-type: none"> a. 2 scheduled days/week + 2 floating days/month (coordinate with supervisor, floating days may not be holidays) b. 2 scheduled days/week for 2 weeks + 3 scheduled days/week for 1 week on opposite weeks, no floating days
Compressed schedule with eight 9-hour days, one 8-hour day, and one day off each pay period , or 18 possible working days in 2 PPs	= 9 days/month in office/field Options: <ul style="list-style-type: none"> a. 2 scheduled days/week + 1 floating day/month (coordinate with supervisor, could be either 9- or 8-hour day) b. 2 scheduled days/week for 3 weeks + 3 scheduled day/week for 1 week (coordinate with supervisor, could be either 9- or 8-hour day)
Regular schedule with four 10-hour days , or 16 possible working days in 2 PPs. Requires Division Director pre-approval.	= 8 days/month in office/field Options: <ul style="list-style-type: none"> a. 2 scheduled days/week
Part time or less than 80 hours per pay period or other Division Director approved schedules not listed here.	Varies by schedule, talk to your ADD.

- The advice we are being given by business agents is to sign and then appeal if necessary but not signing means you don't have a telework agreement and would theoretically be required to be in office 100% of the time.
- Contact david.fenley@state.mn.us if you would like an invite to one of the Reasonable Accommodations listening sessions
- Links shared
 - <https://mape.org/news/rto-escalation-intensifies-mape-shifts-focus-bargaining>
 - <https://mn.gov/mmb-stat/hr-toolbox/002-class-and-compensation/003-compensation/total-compensation-report-2025.pdf>
 - <https://mape.org/events/get-know-your-union-mape-basics-1-Telework%20Decision%20Tree.pdf>
- Reasonable Accommodation Discussions
 - ERG: Minnesota Employees with Disabilities (MED) will be hosting six identical sessions (45-minute presentation followed by 45-minute Q&A), open to all state employees.
 - Contact David Fenley at david.fenley@state.mn to request a calendar invite
 - May 12: 4:30-6pm
 - May 15: 12-1:30pm
 - May 19: 11am-12:30pm
 - June 5: 10am-11:30am
 - June 13: 11:30-1pm

■ June 23: 11am-12:30pm

5. Membership Committee Update

- Andrew Carollo, Chair (andrew.carollo@state.mn.us)
- 438 members, 75% members
- Get your MAPE swag from Andrew Carollo

6. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
 - Jen Crea (MNIT)
 - Barb Peichel (BWSR)
 - Mark Snyder (MPCA)
 - Melissa Wenzel (MPCA)
 - Steven Speltz (MPCA)
- Join the stewards! [Training opportunities](#)
 - **Beginner: Aug 15, Oct 24**
 - **Advanced: June 13th, Dec 12th**
 - **Contract Training: May 30th, Nov 14th**
 - 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.

7. Board of Directors Update

- See Mark Snyder.

8. 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 - June 9th, 1-3pm
- Committee has asked the CO in a letter to:
 - Advocate to the Governor to delay or reverse the mandate
 - Union Involvement: We formally request that union representatives from Meet and Confer and the Labor Management Committee be included in all agency-level planning related to implementing this directive.
 - Clear, Transparent Communication with staff

- Support for Impacted Workers

9. BWSR Meet & Confer Update

- Melissa King, chair
- Suzanne Rhees presenting
 - Requesting better Safety Training and getting a member on the safety committee
 - Office space is overstaffed
 - Grateful MAPE is doing ADA training - HR said they were too overwhelmed
- Vacancies exist on team, if anyone in BWSR would like to join!

10. DEED Meet and Confer Team

- Maureen Dunaway, Chair
- Vacancies exist on team, if anyone in DEED would like to join!

11. MNIT Meet and Confer Team

- Andi Morris, Chair
- Chris Butler, 301
 - Able to collaborate with leadership
 - Good response from ADA application process

12. MPCA Labor Management Committee

- Kurt Carlson / Cindy Osborn
- Vacancies exist on team, if anyone would like to join!

13. LCAT Actions

- TODAY! Working People's Rally
 - <https://mape.org/events/hands-working-peoples-rally-stop-billionaire-takeover>
 - 5 - 6:30pm
 - State Capitol Mall
- Informational Strike Training Sessions
 - Schedule to be announced soon; we want everyone to attend one!
- RTO Organizing Training
 - May 21, 12 - 1pm

■ June 3, 12 - 1pm

- Wear Your Solidarity!
 - **Blue** on Tuesdays (MAPE t-shirts if possible)
 - **Green** on Wednesdays (in solidarity with AFSCME)
- Please update your personal information in the MAPE Portal: <https://portal.mape.org>
- JOIN THE CONTRACT ACTION TEAM: [Region3CAT.xlsx](#) (or contact Aviva Meyerhoff, Meridel Phillips or Emma Tschann)
 - Help us distribute news, information and upcoming actions to coworkers to increase our power and show up for one another!

14. 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:

- Sumbal Rana
- Brianna Loeks
- Barbara Peichel
- Lauren Bammert
- Svetlana Tenenboym

Meeting Adjourned: 12:58 pm
Meeting Secretary: Michelle Belmont
Next Meeting Date/Time: Tuesday, June 10, 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/Earth Month Share out
2. Negotiations Update
3. Commissioner and Governor update
4. Membership Committee Update
5. Stewards Update
6. Board of Directors Update
7. Meet & Confer Updates (MPCA, BWSR, DEED, & MNIT)
8. MPCA Labor Management Committee Updates
9. LCAT Actions
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: Tyler Ellis

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
Aviva Meyerhoff: Region 3 CAT Co-Lead
Meridel Phillips: Region 3 CAT Co-Lead
Jen Crea: MPCA Safety Committee, MAPE Rep

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), Meridel Phillips (Meridel.Phillips@state.mn.us) or Aviva Meyerhoff (Aviva.Meyerhoff@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, May 20 @ NOON - Lower Level Conf Rooms

Commissioner and Governor update



Town hall from the Commissioner's Office on 5/1 - still a lot of unknowns, but a few highlights:

- MPCA is requesting an exemption for timing/start date - just St. Paul, Duluth, Mankato and Rochester. More details to come.
- ADA requests to be exempted should be submitted ASAP! Trainings will be provided on this.

Governor's Office is not willing to rescind the RTO, and this makes negotiations all the more important! (see MAPE proposal 18 on Telework)

What questions do you all still have?

Reasonable Accommodation Discussions



ERG: Minnesota Employees with Disabilities (MED) will be hosting six identical sessions (45-minute presentation followed by 45-minute Q&A), open to all state employees.

Contact David Fenley at david.fenley@state.mn to request a calendar invite

- May 12: 4:30-6pm
- May 15: 12-1:30pm
- May 19: 11am-12:30pm
- June 5: 10am-11:30am
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- June 23: 11am-12:30pm

MAPE Local 301 Negotiations



Region 3 Negotiator: Naveen Borojerdi

Region 3 Contract Action Team (CAT):

- Emma Tschann, Co-Lead
- Meridel Phillips, Co-Lead
- Aviva Meyerhoff, Co-Lead

Town Hall update

MAPE Local 301 Negotiations



SEIGIP Opening Proposal:

Single premiums per month

- 2025: \$41.84
- 2026 (if no change to cost sharing): \$48.87
- 2026 (Employer's proposal): \$127.05
- 160% increase

Family premiums per month

- 2025: \$285.42
- 2026 (no change): \$333.57
- 2026 (Employer's proposal): \$506.40
- 77% increase

MAPE Local 301 Negotiations



SEIGIP Opening Proposal (cont'd):

Example - Cost Level 2:	Current	Employer Proposal	Percentage Increase
Deductible	\$400/\$800	\$1000/\$2000	150%
Out of Pocket Max	\$1700/\$3400	\$2500/\$5000	50%
ER Copay	\$125	\$350	175%
Rx Tier 1 Copay	\$18	\$30	67%
Rx Tier 2 Copay	\$30	\$75	150%
Rx Tier 3 Copay	\$55	\$150	173%
Rx Deductible	\$0	\$250	infinite
Rx Out of Pocket Max	\$1050/\$2100	\$1500/\$3000	65%

MAPE Local 301 Membership Committee



- **Andrew Carollo, Chair - EAO**
- Leya Charles - EAO
- Aviva Meyerhoff - MPCA
- Joseph Bozarth - MNIT
- Ellen Squires - DEED
- Amy Waters - MPCA
- Melissa Wenzel - RMAD
- Andrew Ching - MPCA
- Barbara Peichel - BWSR

Looking for anyone interested in doing outreach contacting new hires. Come join my committee!

MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of May 13, 2025:

- 438 members (75%)
- 146 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 Local 301 Stewards



- **Anne Claflin, Regional Steward Director (MPCA)**
- Jen Crea (MNIT)
- Barb Peichel (BWSR)
- Mark Snyder (MPCA)
- Melissa Wenzel (MPCA)
- Steven Speltz (MPCA)
- MPCA stewards may also be in other locals

Join the stewards!

Basic steward training April 25th

Advanced steward training March 28th, June 13th

Contract training May 30th

<https://mape.org/resources/training/classes>

Reach out to stewards with your questions.

Let us help you make sure you are getting the right information about contract issues such as probation, leave, reallocations, respectful workplace issues, FLSA exempt/non-exempt status, and anything else that comes up!

Especially reach out if you have a meeting with management that could result in discipline!

MAPE MPCA Meet & Confer Team



MPCA MAPE Meet & Confer Team:

- **Kaity Taylor (St. Paul), Chair**
- Mel Markert, Secretary (Brainerd)
- Kristin Mroz-Risse (St. Paul)
- Shanna Schmitt (St. Paul)
- Cindy Osborn (Duluth)
- Brianna Loeks (St. Paul)

<https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>

MAPE MPCA Meet & Confer Team



Upcoming Meet and Confer June 9th 1-3

Committee has asked the CO in a letter to:

- **Advocate to the Governor to delay or reverse the mandate**
- **Union Involvement:** We formally request that union representatives from Meet and Confer and the Labor Management Committee be included in all agency-level planning related to implementing this directive.
- **Clear, Transparent Communication with staff**
- **Support for Impacted Workers**

Stay tuned for additional info and ways to get involved.

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)

Have an issue you care about?

Consider joining M&C!

Contact Melissa King!

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

DEED Meet and Confer Team



DEED MAPE Meet & Confer Team:

- **Maureen Dunaway, Chair (501)**
- Michael Prideaux, Vice Chair (501)
- Alana Strickler (1101)
- Chandra Peterson (1902)
- Chloe Evans (1501)
- Jacqueline Terry (501)
- Kelsey Goneau-Martinson (601)
- Sheenah Jewison (1902)

<https://mape.org/committees/meet-and-confer-committees/deed>

Interested in joining? Contact
Maureen at
mdunaway@mape.org

MNIT Meet and Confer Team



MNIT MAPE Meet & Confer Team:

- **Andi Morris, Chair (701)**
- Jed Becher, Vice Chair (101)
- Axelina Swenson (701)
- Carolyn Murphy (502)
- *Chris Butler (301)*
- Patrick Pueringer (502)
- Tony Yarusso (701)

<https://mape.org/committees/meet-and-confer-committees/mnit>

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Kurt Carlson (Duluth)
- Kaity Taylor (PCA)

<https://lorax.pca.state.mn.us/labor-management-committee>

LCAT Actions



TODAY! [Working People's Rally](#)

5 - 6:30pm
State Capitol Mall

Strike Training Sessions

Schedule to be announced soon; we
want everyone to attend one!

[RTO Organizing Training](#)

May 21, 12 - 1pm
June 3, 12 - 1pm



LCAT Actions



Wear Your Solidarity!

Blue on Tuesdays (MAPE t-shirts if possible)

Green on Wednesdays (in solidarity with AFSCME)

Please update your personal information in the MAPE Portal: <https://portal.mape.org>

JOIN THE CONTRACT ACTION TEAM: [Region3CAT.xlsx](#) (or contact Aviva Meyerhoff, Meridel Phillips or Emma Tschann)

Help us distribute news, information and upcoming actions to coworkers to increase our power and show up for one another!

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

