# MAPE Local 2101

# Monthly Business Meeting

Tuesday May 13, 2025

12:00- 1:00 PM Central Time

## Housekeeping

Approval of Today’s Agenda –Olivia Bonander moved and Bruce Anderson seconded the approval of the meeting agenda.

366 attendees at the meeting

Addition of ASL interpreters in each monthly Business meeting and each monthly MAPE Lunch and Learn.

## Agenda

* We will do our normal drawing of 4 names for 4, $25 gift cards following the meeting.
	+ Our local will purchase gift cards for MN State Parks or Cub Foods, winner’s choice.
* **MAPE – We’re Stronger together:** [**https://mape.org/join-mape**](https://mape.org/join-mape) **-** Chris Smith
	+ RTO Response & Next Steps meeting to be scheduled next week – watch for additional details- we will set up more meetings regarding this topic. Watch for more information and meeting invites.
* **New Members!** - Lauren Siegel lauren.siegel@state.mn.us
* **New members in a 2 week span of time! Contact** **lauren.siegel@state.mn.us** **for more information.**
	+ **Welcome new members:**
	+ **Our current welcome committee talks to new hires. We need more people on the welcome committee. A lot of people need and benefit from personal connections. Lauren is training in two new people for the welcome committee. Please reach out to** **lauren.siegel@state.mn.us** **if you are interested.**
	+ It is still a crucial time, so potential members – join today! <https://mape.org/join-mape>
	+ **Membership stats: Members – 1120 , Potential Members – 453, 71.2% membership**
	+ **Next MAPE Basics (formerly MAPE 101) is on Tuesday, May 20th from 4pm- 5pm. It is for new hires/people looking for basic information about our union** [**https://mape.org/committees/union-power-project-education-pillar**](https://mape.org/committees/union-power-project-education-pillar) **- New member outreach is great - people have so many questions when they join a new workplace. And many know nothing about unions...**
* **Political Council –** Nicole Juan
	+ Legislative update – still waiting on global targets. Last day of legislative session is May 19th. It is certain that all work will not be done by 5/19 so there will be a special session in June. Very important to continue to reach out to your elected officials and voice your opinions. Discussion of revenue raisers. The Political Council met last week. We will start researching our legislative platform. Gearing up for caucuses for next year. Helping to support the negotiations and the various events and trainings all across MAPE.
	+ Talk to your elected officials about the things you care about. Check out this website to find out whom are your elected officials <https://www.gis.lcc.mn.gov/iMaps/districts/>
	+ Also check out <https://mape.org/>
* **Become a Steward –** Cassie Stewart
	+ You can appeal your RTO schedule and you can request Steward support in doing that. We have a team of 10 Stewards. Send Cassie an email if you need support cassandra.stewart@state.mn.us There is a new designation for a mobile worker. Cassie is working with DHS leadership to further to define what that means.
	+ ***What is a Steward?*** A steward is a legal representative and first contact with members to address contractual issues and questions working in a representational team with their Regional Steward Director and enforcement business agent.
	+ ***When should I contact a steward?***  If you have a contract question or believe your contractual rights have been violated, a steward can start the discussion and bring in others as needed.  If you are being investigated, make sure you ask for representation and contact a steward.
	+ Lost Time is when the union reimburses you for your hourly wages that are lost when you miss work to attend a union event. Union Leave Time is the code on your self service time report that you use.
	+ [Procedures for completing lost time forms and submission | Minnesota Association of Professional Employees](https://mape.org/resources/training/local-treasurers-manual/procedures-completing-lost-time-forms-and-submission)
	+ Questions regarding RTO and Contract Language- email a Steward
	+ Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
	+ **Become a Steward!**
		- Basic Steward Training – August 15th, 2025, 8:30am - 5:00pm [portal.mape.org/EventDetails.aspx?EventID=3405](https://portal.mape.org/EventDetails.aspx?EventID=3405) **Typically has been an hybrid event. You do receive Lost Time when attending this event.**
		- Advanced Steward Training – June 13, 2025, 8:30 am-5:00 pm <https://portal.mape.org/EventDetails.aspx?EventID=3386> **Registration deadline is Thursday June 5th at noon.**
		- Find Your Steward on the MAPE website: [Find Your Steward | Minnesota Association of Professional Employees (mape.org)](https://mape.org/locals/find-your-steward).
* **Negotiations & Contract Action Updates –** David Freeman & Christine Retkwa
	+ Update on negotiations and how you can help get us a good contract.
* Met last week with MMB and had a couple of more passes of proposals. We are officially in reconciliation – means when both sides can’t agree on a number of things. The big ticket items are around the budget. We won’t know a lot until the budget has been agreed upon and decided. We made some good agreements – one particular area of concern – the removal of the layoff protection – we got that removed from the MMB proposal but we had to give up some small things but we are feeling good. RTO and negotiations are two separate things and it is important to remember that when communicating so that you speak with the correct contacts. We have another meeting this Friday with MMB. Encourage people to read the newsletter and the email that came from Chris Smith recently. Healthcare increased costs – it is not over until it is over. Our response is yes it is normal with health care costs negotiations to start out with a high number but is realistic and that is a strategy. Dept. of Revenue is getting an RTO extension. DHS has researched whether or not if they have enough office furniture and other facility supplies, computer monitors, etc. and the answer is yes, so DHS staff will continue to RTO on June 1.
	+ Actions - **Sign the RTO petition**. To date we have received signatures from about half of our membership. Lauren will send out a reminder email to sign the petition. Following is the link to RTO petition: [https://docs.google.com/forms/d/e/1FAIpQLSfR4LK2nv8XEXM7kYs1TknpTDRXTtAsfn6zzWkkAd2Kl\_XIVg/viewform?usp=header](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fdocs.google.com%2Fforms%2Fd%2Fe%2F1FAIpQLSfR4LK2nv8XEXM7kYs1TknpTDRXTtAsfn6zzWkkAd2Kl_XIVg%2Fviewform%3Fusp%3Dheader&data=05%7C02%7CCourtney.Boettcher%40state.mn.us%7C7d2e53bf664b4829aa1f08dd9273786d%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638827747143712519%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=pEGCcq1AEINFNrMWlWdrtMg6tEBdL8QRzlXRy%2FBz9JI%3D&reserved=0)
* **Do you want to do all that you can to get a good contract?**
* **Come to St. Paul or St. Peter** for some events June 3 – June 5. Go to [https://portal.mape.org/](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fportal.mape.org%2F&data=05%7C02%7CCourtney.Boettcher%40state.mn.us%7Cb8887692ff1443ea6f3108dd9fb9d42a%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638842342648850651%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=91ntagiHB%2BhfVGuiHSmEXtZhmtQm1MIE%2BrwfKTekR94%3D&reserved=0)– or contactChristine at**Christine.Retkwa@state.mn.us**
* **Update your personal email on MAPE portal** at[**https://portal.mape.org/**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fportal.mape.org%2F&data=05%7C02%7CCourtney.Boettcher%40state.mn.us%7Cb8887692ff1443ea6f3108dd9fb9d42a%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638842342648850651%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=91ntagiHB%2BhfVGuiHSmEXtZhmtQm1MIE%2BrwfKTekR94%3D&reserved=0)to get information – we only haveabout 2/3 of members with current emails!
* **Watch for coming information on a “special event” for June 23**, the first day of Negotiations’ last scheduleweek!
* **Attend a strike training on June 9 (12pm or 5:30pm) - see mape.org/getinvolved for links.** We don’t want to strike but if we need to, we will. We must prepoare ourselves with knowledge. We need the vast majority of our members striking if we really want to be impactful.
* **Telework reversal talking points** for MAPE members leaders [https://mapeonline-my.sharepoint.com/:w:/g/personal/rheine\_mape\_org/EZYLhJetL51Gjs3uNd4JugAB38XXrSCTuwmj1qXTWrxcPg?rtime=at58Dcdy3Ug](https://mapeonline-my.sharepoint.com/%3Aw%3A/g/personal/rheine_mape_org/EZYLhJetL51Gjs3uNd4JugAB38XXrSCTuwmj1qXTWrxcPg?rtime=at58Dcdy3Ug)
	+ **Contract actions teams: Lead one or be part of one to help members be informed and engaged**! Join us! Contact Christine.Retkwa@state.mn.us
* **Board Update –** Chris Smith chris.j.smith@state.mn.us
	+ We currently have a vacancy because Vanessa moved to a position outside of MAPE. We had one person apply for this role.
	+ Union Power Project <https://mape.org/committees/union-power-project-education-pillar> The Union Power Project is a new member-led effort to provide tools, training, education, funding, and organizing infrastructure for our union. We’ll continue to look for ways to support you as local leaders. We also invite you to step up with ways you can contribute to that. Let Amber Alton know if you’d like to jump in. amber.alton@state.mn.us
	+ Divestment Task Force <https://mape.org/committees/board-directors/divestment-task-force>
* **Other Announcements**
	+ **MAPE Lunch & Learn:** takes place from 12 to 1 pm on the 4th Tuesday of the month. It is an opportunity to take a deeper dive into specific topics with time to answer general questions. An invite is sent to our email list the morning of the meeting, and all are welcome!
		- **Scheduled May 27th Lunch & Learn topic:**  **Annual Review Preparation** presented by Yixiu Chen, MAPE Steward.
		- **Looking for topics for future Lunch & Learn meetings.** Please send us an email for ideas of topics you would like us to cover; please send ideas to Olivia Bonander olivia.bonander@state.mn.us
	+ **Next MAPE 101 is Tuesday, May 20th 4-5pm** [**Get to know your union: MAPE Basics | Minnesota Association of Professional Employees**](https://mape.org/events/get-know-your-union-mape-basics-1)

**MAPE 101 - Statewide | Minnesota Association of Professional Employees –** training is designed for anyone represented by MAPE who would like to learn more about our union. Covers what is different when a union represents you, how a union contract is negotiated, how to have a say in your workplace and more!

* + **Thank you to everyone who attended our MAPE 2101 event at the Minnesota Zoo event this past Saturday! Save the date for our next event on Saturday, July 26th at the Great Lakes Aquarium in Duluth, MN. More details and sign-ups are coming soon.**.
	+ **MAPE Scholarship update** – on pause for 2025.
	+ **Good and Welfare:** If you know of a co-worker in our local who has experienced a loss or a joyous event, please let us know. Fill out and submit the Good and Welfare request form**.** <https://goo.gl/forms/QQD7d4vETAv6vQGF2>**.**
	+ **32 Hour Work Week:** Use this [link](https://docs.google.com/forms/d/e/1FAIpQLSdSO3hfpis1Ed5TYIZgJYg8GaNFkJn_xzQCI9243oPY_lGntQ/viewform?usp=sf_link) to fill out a form indicating your support for this proposal.

Next Officers’ meeting: June 5, 12:30-1 pm

Next General Meeting: June 10, 12-1 pm

## Important Notes:

* If you are encountering managers or supervisors who are opposing your preferred location for work, **(this includes your preference to work in the office)** please reach out to a steward! For telework agreements, contact the Project and Program Implementation Services (PPIS) team directly at dhs.ppis@state.mn.us.
* Stewards meet monthly. Sign up for Steward Training on the MAPE website: <https://mape.org/resources/training/classes>. A steward is a MAPE member who learns our contract inside and out to help fellow MAPE members with contract-related issues. A steward is someone other members can trust with their questions and can help file grievances. It’s an important and fulfilling role! **Contact Regional Steward Director Cassie Stewart** (cassandra.stewart@state.mn.us) or any of the other stewards for more information.
* **Vacation credit for previous employment:** This process should happen automatically prior to your start date. The language for the length of service credit is located in Article 10 of the contract. (Page 18 of the pdf)

If you feel that you have not received the time credit that you should, you CAN appeal HR’s decision! DHS employees contact Mary Buss mary.e.buss@state.mn.us MNIT employees contact MN\_HR\_VACCREDIT@state.mn.us. If you have questions or need support please reach out to an officer or steward!

* **MAPE 2101 Facebook Page** <https://www.facebook.com/groups/mape2101/>
* Contact Chris Smith chris.j.smith@state.mn.us to join the statewide **MAPE Discord** server.
* **Send agenda items** for future meetings to Chris Smith.
* **Visit the** [**MAPE website**](https://www.mape.org/)for statewide news and information. MAPE is also on [Twitter](https://twitter.com/#!/MAPE2012) , [You Tube](https://www.youtube.com/%40MAPEunion) and [Facebook](http://www.facebook.com/pages/MAPE/277856856765).

## Local Officers mape.region21@state.mn.us

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| --- | --- | --- |
| President | Chris Smith | Chris.J.Smith@state.mn.us  |
| Vice President  | Olivia Bonander | olivia.bonander@state.mn.us |
| Treasurer | Farris Hassan | Farris.Hassan@state.mn.us  |
| Secretary | Courtney Boettcher | Courtney.Boettcher@state.mn.us  |
| Membership Secretary | Lauren Siegel  | lauren.siegel@state.mn.us  |

**Contract Negotiations Rep**

David Freeman david.j.freeman@state.mn.us

**Regional Director**

 Vanessa Vogl Vanessa.Vogl@state.mn.us

**MAPE Business Agent**

Britton Mikkelsen bmikkelsen@mape.org

## Regional Steward Director

Cassie Stewart cassandra.stewart@state.mn.us

## Stewards

|  |  |  |  |
| --- | --- | --- | --- |
| Dylan Adams | Dylan.Adams@state.mn.us |  |  |
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## State Council/Committee Members

|  |  |  |
| --- | --- | --- |
| Organizing Council | Zac Echola | zechola@mape.org |
| Political Council Political Action Committee | Nicole JuanNicole Juan | NJuan@mape.orgNJuan@mape.org  |
| MNIT Meet and Confer | Andi Morris | andrea.morris@state.mn.us |
| DHS Meet and Confer | Tonja Rolfson | tonja.rolfson@state.mn.us |