

MAPE Local 101 Member Meeting

May 13, 2025, 12:05pm

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

[Current MAPE Contract](#)

Total attendance: 156 (11 in room, 145 on Teams)

1. Keylor, president's update:
 - a. Everyone's encouraged to update their contact information in the membership portal, especially for updates on negotiations and upcoming actions
 - b. We're holding strike education training for the local (Monday on Teams, see Claudia's email for details)
 - c. MAPE will be at the Hands Off rally today at the Capitol
 - d. MAPE statewide training for organizing around RTO is scheduled for Wednesday, May 21, at 12 p.m. and Tuesday, June 3, at 12 p.m. [Links to register are under Statewide Training here.](#)
 - e. We need a new membership secretary! This is a great role for a spreadsheet wizard! It's vacant because Leah is now working at MMB. Keylor can appoint a successor. Anyone who's interested, contact Keylor.
2. Bobby, negotiations update:
 - a. Negotiators have completed two rounds of negotiations, 2 days each
 - b. Held small group discussions on AI to inform contract proposals around use of AI and related worker protections
 - c. The team has successfully rejected some of MMB's proposals: removing bulletin boards, changes to layoff language
 - d. A 1-day negotiation session is coming up this Friday
 - e. Telework is not part of our proposals, but members should continue conversations about the new policy and agreements with supervisors and through CATs
 - f. Reach out to Bobby or action@mape.org with any negotiation questions
3. Jed, Meet & Confer update:
 - a. Vacation accrual: calculated in SWIFT, some members are getting lump sums added as a result of adjustments and not necessarily notified. This may impact minimum leave balance, which needs to go below 275 hours during the FY. You can look up your leave balance in Self Service: Leave Activity by Plan tab. (Jed screenshares a document explaining where you can find this in Self Service; to see it or for help, get in touch with Jed.) Jed has notified HR Director Matt Olinger that, as a result of accrual adjustments, Self Service may not reflect balances going below the 275-hour cap, and losing vacation hours over 275 is grievable.
 - b. Teams backgrounds: agency HR's current position is that no MAPE logos are allowed in virtual backgrounds, but MAPE logos on clothes or in real backgrounds (e.g. a sign or poster on the wall visible on a member's camera) are allowed, except in meetings with external partners.
 - c. Recent Meet & Confer issues:
 - i. Staff coverage by DNR liability insurance when acting in their professional capacities
 - ii. Management will clarify on-call pay on holidays

- d. We have submitted supplemental bargaining requests around uniform funds, allowing witnesses at meetings, clarification of footwear policy by F&W, overtime compensation
- e. Questions about how MNIT vs. DNR Meet & Confer are responding to RTO:
 - i. MNIT is allowing >50% telework for staff over 50 miles, DNR is not allowing >70%.
 - ii. Petition on this will circulate this week to members at DNR, demanding a less restrictive approach.
 - iii. MNIT is trying to get out-of-state workers classified remote and exemptions given to call center positions.
- 4. Deb, DLI Meet & Confer update:
 - a. Telework agreements currently being sent out at DLI. Appeals go through HR director Sandi Arvin; Alexis & Dan are available to help members appeal
 - b. Commissioner has said they will try to be flexible re: report to work locations and that mobile/remote positions do not have to RTO
 - c. DLI negotiating with parking lot owners to allow splitting parking spots, which they will administer
 - d. Alexis has noted that RTO and associated costs + no wage increases = a real pay cut
- 5. Claudia, Board of Directors update:
 - a. Link to petition posted in chat; the ask is for DNR to interpret RTO as loosely as possible
 - b. Encourages members to sign because of impact on everyone (for example, Claudia isn't directly impacted by RTO but if it is enforced as written she will lose members of her team); this is harm reduction alongside trying to get telework protections into our contract.
 - c. Leadership describes RTO as "equitable"; it's not, and disproportionately impacts single parents, women, etc.
 - d. Another plug for strike education training and a survey posted in Teams for preferred dates/times for more trainings.
- 6. Monica, legislative update:
 - a. Session is meant to adjourn by next Monday, but probability is low; a shutdown is unlikely but a special session is probable.
 - b. Contract process can't be completed without a budget, so in the event of a special session, negotiations continue until a budget is passed. Continue contacting legislators and asking them to fully fund state services.
- 7. Dan, Business Agent update:
 - a. Macalester union affiliating with MAPE and filing for election.
 - b. Plug for RTO petition; this is part of supplemental bargaining which must be completed by the end of the month. Meet & Confer petitions in the past have been successful in moving management toward concessions.
- 8. Discussion of MNIT RTO in chat – MNIT@DNR is being treated as DNR.