Local 301 Membership Meeting

Date/Time: Tuesday Jun 10, 2025, 12:05 pm

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 President: Quinn Carr

Attendees: 184

1. Introductions and welcome everyone to the meeting

Local 301's Executive Team:

o President: Quinn Carr

Regional Director: Mark Snyder

Vice President: Leya Charles

Treasurer: OPEN

Membership Secretary: Andrew Carollo

Secretary: Michelle Belmont

Regional Steward Director: Anne ClaflinChat Monitor this month: Joseph Bozarth

2. Announcements

- Request for BWSR person to join us as Treasurer
 - Leya: I would love a BWSR staffer to join our exec meeting and am willing to train in as treasurer, and would be honored to serve as our local's VP and strike captain
- Regular reminders about updating us of life events and to join the Discord group
- Upcoming Events
 - Join us for FOOD: Tuesday, July 15 @ NOON Lower Level Conf Room
- MAPE Election
 - Look for an email that came from MAPE Statewide Elections Committee early in the morning on June 3rd

3. Negotiations Update

- Region 3 Negotiator: Naveen Borojerdi
- Region 3 Contract Action Team (CAT): Co-Leads: Emma Tschann, Meridel Phillips, Aviva Meyerhoff
- Met with MMB for the last round before Push Week

- Telework Proposal MMB rejected and countered
 - Negotiations team rejected their counter
- Paid Parental Leave
 - Negotiations team rejected MMB request to reduce
 - Is the current paid parental leave benefit more generous than the new MN paid leave program?
 - Paid parental leave goes into effect after 1 year of state service i believe. PFMLA will be eligible to all MN workers regardless of 1 year or not
 - yes and it is also protected in our contract. The state paid leave program would be something that we rely on the state legislature to keep around and also fund
 - yes and they would stack. paid parental leave as we have it now is 100% of your paycheck for six weeks. Paid Leave through MN law would be up to 90% of your wages for a maximum of 20 weeks per year
 - MMB asking why we need Paid Parental Leave when we're eligible for MN Paid Leave is like saying we don't need pensions because we have Social Security benefits
 - There's a calculator on the Paid Leave site outlining cost https://mn.gov/deed/paidleave/employers/premiums/
- Chaplains Housing allowance
 - Progress on negotiating
- Professional Negotiator question
 - Folks in the roles are the best people to speak to what we need has been the traditional position
 - Typically members have been through the process a number of times and understand the process well
 - MMB is just very difficult to work with
 - Beyond the budget and mismanagement of SEGIP, is there any insights as to why
 there is such overtly outrageous proposals by MMB? Two years ago we were
 arguing between double digit percentage salary increases we would agree on.
- Healthcare / SEGIP Opening Proposal
 - Cost comparisons
 - https://mape.org/news/segips-health-care-proposals-include-huge-increases-me mbers-their-families

 these increases are being proposed because SEGIP's consultant did a bad job of forecasting and now they want us to make up the difference.

4. RTO Discussion

- MNIT same old platitudes and corporate speak from quarterly meeting
 - are you looking for more space?
 - 1. we are not in a position to comply with the 50% governor mandate
 - 2. allowed to get by with 20% for now as long as we have a plan to get to 50%
 - how are you improving morale during RTO?
 - 1. we want to hear from you how can we make spaces as meaningful, collaborative, productive as possible
 - 2. take out the question of should we do RTO? like a corporation, it has been decided for us.
 - 3. Tarek is reaching out to his peers for collab
 - 4. HR (Thuet) who relayed a conversation he'd had with Gartner, stating that they have data that after 6 months, any RTO shows increases in productivity
 - 5. belief that people don't feel a part of the larger group or have a sense of job satisfaction without in person interactions
- BWSR It is noisy! Be prepared to be less productive. We don't have working equipment (ergonomic) at BWSR.
- My commute is getting longer by the day due to increased traffic
- It's been noisy with even just the supervisors and wifi has sucked around it.
 - with the 520 Lafayette building there are a few different wifi networks which isn't helping.
- Lots of people taking meetings without headsets, very distracting
- For some of us working outside of the border states, we received an original notice that our window to comply was by December. Now we've been told we have to comply by September 2nd.
- How would RTO feel more inclusive? I expect to still work. (???) And I would like to NOT have to "sign up" for a cube and have my own dedicated cube
- I'm a nursing mother and I'm concerned about competing for the room, or being able to get in to get the breastmilk and pumping supplies at the end of the day. Even with most folks not fully back, it is tricky with the one room and the fridge on the other side of the locked door.
- New(ish) parent here. The flexibility of being able to work from home more with a kiddo was CLUTCH for our navigating the early months. Even now with daycare drop off and pick up (and allIll the traffic), that 50% as full shifts in the office is nigh on impossible. Not to mention all the sick time that comes with new immune systems.
- I took a pay-cut to work for the state. The value I perceive to make it worth it are 1) decent benefits, 2) flexibility and 3) warm fuzzies of protecting my fellow citizens. 4) pension
 - 1) under attack in contract negotiations. Annual wage increases not matching inflation plus this huge increase in health care benefits is not acceptable.

- 2) I am attempting this through an ADA. but still, flexibility is under attack.
- 3) continues unless we get "laid off"
- 4) pension appears to be intact for now
- 1 & 2 being strongly challenged greatly reduced the value proposition offered by state employment. If we lose these things, we will likely never claw that ground back. So if we lose those, I'm likely gone anyways so we might as well str!ke.
- Flexibility is also one of the things that is attractive about state service (like somebody else mentioned earlier). I am trying to imagine what it will look like when school doesn't start until 9:30 and the kids are coming home around 3:30. Elementary-aged kid parents--what would this look like for you?
- 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

■ June 13: 11:30-1pm ■ June 23: 11am-12:30pm

- ADA comment: "PCA seems to make it a bit more challenging from the start: 1) two
 almost identical ADA forms are to be filled out (why two forms?) and 2) the forms are
 required to be FAXED in (faxing is an inconvenience, but most providers should be able
 to accomplish this)."
- I did talk to ADA as I suffer from terrible migraines. Before COVID they removed a couple of the fluorescent lights above my cube. I was told that there is no need for that. Not exactly the response I expected.
 - That is the same person who yelled at us, while we were picketing, from his car.
- Fax machines: https://lorax.pca.state.mn.us/news/update-your-fax-numbers

5. Membership Committee Update

- Andrew Carollo, Chair (andrew.carollo@state.mn.us)
- 446 members, 75.5% members
- Get your MAPE swag from Andrew Carollo
- New Member: Welcome Jen Kader!

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! <u>Training opportunities</u>
 - o Beginner: Aug 15, Oct 24
 - Advanced: June 13th, Dec 12th
 - o 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.
- Update on involvement in ADA involvement requests and Appealing their telework agreement
 - Resource available: https://mape.org/news/rto-telework-appeal-members-guide
 - PCA Specific ADA Listening Session: June 12th 4:30-6:30pm virtual and in person at MAPE HQ, Shoreview, MN - see email from Kaity

7. Board of Directors Update

- Board of Directors last met on Friday, May 16th
- Next meeting scheduled for Friday, June 27th
 - Tentative: hear update from Push Week negotiations and review offer

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 re-asked the CO in a letter to:
 - Advocate to Governor to delay or reverse mandate
 - Union involvement in planning and implementation not just informed
 - Clear, Transparent Communication with staff
 - Support for impacted workers
- Tense discussions
- We are fully funded by the approved budget! No layoffs!

9. BWSR Meet & Confer Update

- Melissa King, chair
- Barbara Peichel presenting
 - Space issues in Duluth office
 - Mixed bag of reactions to RTO frustrated and excited
 - o Losing HR Director to early retirement in 1 month
 - Next mtg July 28, 1pm
- Vacancies exist on team, if anyone in BWSR would like to join!
 - o Annie Felix-Gerth moved to a different dept

10. DEED Meet and Confer Team

- Maureen Dunaway, Chair
 - Supplemental Bargaining update
 - Tentative Agreements reached with MMB
 - 2. See slides below
- Vacancies exist on team, if anyone in DEED would like to join!

11. MNIT Meet and Confer Team

- o Andi Morris, Chair
- o Chris Butler, 301

12. MPCA Labor Management Committee

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

13. LCAT Actions

- Practice Pickets at Lafayette Park were very successful!
 - Thanks to all our info picket attendees! We had a lost Owala-brand water bottle that was left at our Wednesday picket, if you think it might be yours please message an LCAT (Meridel, Aviva Meyerhoff or Emma Tschann)!
- Strike Trainings
 - 51% has attended. Hopeful for 100%.
 - Monday June 16, 12pm
 - Monday June 16, 5:30pm
 - Reach out to Meridel with what time/days would work best for you

- mape.org/getinvolved
- Union Block Party, Wednesday Jun 18, 12-1pm
 - Lawn behind DNR, 500 Lafayette Rd
 - Register:

https://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTz zTdfDeqOm_pyTrzdAvfvz9n5de9IUQjBSSFQxT1RUQzFSQVcxNFAzNTdOW E1JVi4u&origin=QRCode

- Sign making for PUSH week
- o Push Week Rally, Monday June 23, 8-10am
 - Delta Hotel, Minneapolis
 - Register:

https://forms.office.com/pages/responsepage.aspx?id=pH3RRPh-dEqOTz zTdfDeqOKJ4T1wRY9FkGT z58zQGRUMzJCWDBZQTA3Q09IVIFaSFRPTlpU VjlXNyQlQCN0PWcu&route=shorturl

- 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: <u>Region3CAT.xlsx</u> (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
- Williams, Rita
- Birdwell, Tabitha
- Edel, Nathaniel

Meeting Adjourned: 12:58 pm

Meeting Secretary: Michelle Belmont

Next Meeting Date/Time: Tuesday, July 8, 2025 at 12:05 pm

SLIDES:

MAPE Local 301 Monthly Membership Meeting MEET



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. Info Picketing Photo Share
- 3. RTO update
- 4. ADA Session Update
- 5. Negotiations Update
- 6. Membership Committee Update
- 7. Stewards Update
- 8. Board of Directors Update

- Meet & Confer Updates (MPCA, BWSR, DEED, & MNIT)
- 10. MPCA Labor Management Committee Updates
- 11. LCAT Actions & Involvement Opportunities
- 12. Prize Drawings!!!

MAPE Local 301 Executive Committee & Leadership



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 (<u>Kaity.Taylor@state.mn.us</u>)
- BWSR: Melissa (Melissa.King@state.mn.us)
- DEED: Maureen (<u>mdunaway@mape.org</u>)
- MNIT: Andi (<u>Andrea.Morris@state.mn.us</u>)

Labor Management Committee (LMC)

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

Contract Action Team (CAT) 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 (<u>Andrew.Carollo@state.mn.us</u>)

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:
 - Yesterday June 9th!
 - July 15th. Regular Bat Time (Noon), Regular Bat Channel (LL Conference Room).

RTO update



How is this going for you?

Quick discussion. Raise your hand to talk.

MAPE Election



Remember to vote! Link in your email

(Look for an email that came from MAPE Statewide Elections Committee early in the morning on June 3rd)

Reasonable Accommodation Discussions MPPE



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.

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

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

MAPE Local 301 Negotiations



SEGIP 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



SEGIP 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 June 10, 2025:

- 446 members (75.5%)
- 145 non-members
- 29 associate members (retirees)

Please contact Andrew Carollo (<u>andrew.carollo@state.mn.us</u>) 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 - August 15th Advanced steward training - June 13th Contract training - November 14th

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!

PCA-Specific ADA Listening Session



June 12th 4:30 - 6:30pm virtual (zoom) and in person at MAPE HQ (Shoreview, MN)

To coincide with the ADA Reasonable Accommodation training that has been offered by the MN Council on Disability, PCA Meet and Confer and are hosting a listening session to learn more about people's experience inquiring about or obtaining an accommodation at the PCA. We would especially like to hear from you if there have been any concerns or problems with establishing an accommodation. We will have a member of the MN Council on Disability at the meeting to help address any questions or concerns.

MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors meeting took place on Friday, May 16th
- Next Board of Directors meetings scheduled for Friday, June 27th
 - Tentative: Hear update from Push Week negotiations and review offer

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)

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



Last Meet and Confer on June 9th 1-3

Committee has re-asked the CO 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

MAPE MPCA Meet & Confer Team



Last Meet and Confer on June 9th 1-3

Requested Meet and Confer for Layoff planning process - Article 17 section 2

May not be necessary if a budget is passed

RTO

- How is it going?
- Date request
 - Cost
 - Turnover
 - How many emails to telework email

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

BWSR MAPE Meet & Confer Team



No specific updates from BWSR,

Meet and Confer has had internal convos on RTO. Waiting to see how RTO goes before deciding on their path forward.

BWSR HR Director is retiring. Not sure how this may affect HR support and alternative HR contacts Looking for new committee members! Lost some recently

Next meeting is July 28 @ 1 PM

 RTO and HR are likely discussion topics

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

DEED Meet and Confer Team



Supplemental Bargaining update:

Tentative Agreement (TA) made for a pilot program allowing people in VRS and SSB who are still on probation from reallocation (Those divisions have a reallocation career path so that is why the pilot is there) to interest bid on jobs while still on probation.

TA for some technical language changes

Held off management proposal to extend probation for the DDS division.

While did not TA any other language, agreement was made to work together to keep reallocation timelines down and to make the equity adjustment process more equitable.

DEED Meet and Confer



Meet and Confer update:

Worked on building issues, safety at locations, and RTO.

Achievement awards are revamped and can be submitted by anyone with quarterly deadlines and the form to submit one the DEN sharepoint site

Agreed that DEED would work with people requesting reasonable accommodation for RTO to allow them to continue to telework provisionally, while we wait on the medical documentation since that can take a while.

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/meetand-confer-committees/mnit

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Kurt Carlson (Duluth)
- Kaity Taylor (Saint Paul)

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

LCAT update time!







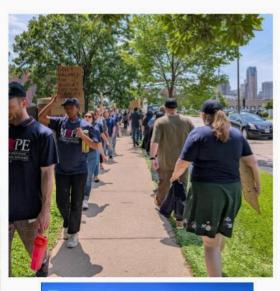












Practice Pickets
@Lafayette Park

Strike Trainings



We want everyone to attend! So far, only 51% of our local has been able to make it. So...

Spread the word! Ask your coworkers if they've attended!

Haven't been able to make it? Share in the chat what day(s) of the week and time(s) (morning, lunch or evening) would work best for you. Or message/ email LCAT Meridel Phillips directly. We will use this info to schedule additional trainings for 301.

Statewide Strike Training Sessions

Check here for full list: https://mape.org/getinvolved Monday, June 16, at 12 p.m. - Lunch Hour Monday, June 16, at 5:30 p.m. - Evening

SAVE THE DATE:
Union Block Party
Wednesday, June 18
12-1 pm
Lawn behind DNR
500 Lafayette Rd





PUSH WEEK **SAVE THE DATE: Push Week Rally** RALLY Monday, June 23 8-10 am Monday, June 23 Delta Hotel 8-10 a.m. Minneapolis **REGISTER HERE Delta Hotel Minneapolis M** PE Virtual Option: bit.ly/PushWeekRally

More 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: 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

