# MAPE Local 2101

# Monthly Business Meeting

Tuesday June 10, 2025

12:00- 1:00 PM Central Time

## Housekeeping

Approval of Today’s Agenda – Approved by Katherine DuGarm and Seconded by Lauren Siegel

275 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.
* **We need volunteers for Secretary and Regional Director. If you are interested in getting more involved in our local, please reach out to Chris or I and we can chat further.**
* **MAPE – We’re Stronger together:** [**https://mape.org/join-mape -**](https://mape.org/join-mape%20-%20%20) Olivia Bonander
  + RTO Petition – Please sign it! **Reach out to Lauren Siegel to help get more signatures – we need more to submit it! –** [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
    - Link to the petition <https://docs.google.com/forms/d/e/1FAIpQLSfR4LK2nv8XEXM7kYs1TknpTDRXTtAsfn6zzWkkAd2Kl_XIVg/viewform?usp=sharing&ouid=100642592732742638681>
  + **If you are experiencing any pressure points with RTO – we want to hear about it. Please email** [mape.region21@state.mn.us](mailto:mape.region21@state.mn.us)
  + [**MAPE Push Week Rally sign up**](https://forms.office.com/pages/responsepage.aspx?id=pH3RRPh-dEqOTzzTdfDeqOKJ4T1wRY9FkGT_z58zQGRUMzJCWDBZQTA3Q09IVlFaSFRPTlpUVjlXNyQlQCN0PWcu&route=shorturl)
* **New Members!** - Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
* **New members in a 2 week span of time! Contact** [**lauren.siegel@state.mn.us**](mailto:lauren.siegel@state.mn.us) **for more information.**
  + **Welcome new members: Jen Sundrud, Jennifer Gooch, Bayo Adebayo, Charity Hovre, Stacy Haas, Craig Blichfeldt, Emma Worthley, Todd Roden, Sage Leis**
  + It is still a crucial time, so potential members – join today!<https://mape.org/join-mape>
  + **Membership stats: Members - 1120 , Potential Members – 453 , 71.20 % membership**
  + **Next MAPE Basics (formerly MAPE 101) is on Monday, June 23rd 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)
* **Student Loan Reimbursement Update –** Olivia Bonander
  + Application responses have been sent out by H.R.
  + Questions/Feedback
  + More research will be conducted on whether this reimbursement legally should be taxed or not. More information will follow. [BULLETIN: Taxability of Student Loan Reimbursement](https://mn.gov/mmb/assets/20220418_tcm1059-525487.pdf)
* **Political Council –** Nicole Juan
  + Legislative update –. 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/>
  + Special Session was held yesterday. They finished the 15 bills they needed to do to advert the State Government shutdown but it came at a cost. The general operating budget was passed, Governor Walz just needs to sign it. MAPE will provide more details – please watch for those. Thinking again regarding how to get Representatives that better align with our priorities – work on our legislative platform (watch out for that to come out in the next month or two so that members can review and provide feedback)
* **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](mailto: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.
  + [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. Updates: Thank you to all of those that showed up to last week’s rally. June 23 – 28 is Push Week for our contract negotiations. [**MAPE Push Week Rally sign up**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fpages%2Fresponsepage.aspx%3Fid%3DpH3RRPh-dEqOTzzTdfDeqOKJ4T1wRY9FkGT_z58zQGRUMzJCWDBZQTA3Q09IVlFaSFRPTlpUVjlXNyQlQCN0PWcu%26route%3Dshorturl&data=05%7C02%7CCourtney.Boettcher%40state.mn.us%7C239dd59ed73b449eb0b008dda474b8a3%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638847543844215278%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=L3CFNFfBxu%2FqvPWw7DwWErzKZanUuOXurGEyw9VdshI%3D&reserved=0) – there will be more later in this meeting on actions you can take!
  + We are still working on items associated with Paid Family Leave, telework, our next meeting for our committee is next week where we will discuss across the board pay increases. Keep in mind there is a limited budget – potentially there will be layoffs and/or hiring freezes. Christine will be sending a few emails to both your work and home emails with both information and calls to action. Please update your personal email address in the MAPE portal. There are several more strike trainings coming up. DHS Home page – June 24th is DHS Forum – submit a question that they have to reply to.
  + Link for getting involved for Contract Negotiations: [Contract Negotiations: Get Involved | Minnesota Association of Professional Employees](https://mape.org/getinvolved)
  + 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?**
* **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 23rd 8am – 10am Informational Picket at Delta Hotel in NE Minneapolis**, the first day of Negotiations’ last scheduleweek!
* **Potential, additional last minute opportunities may be announced to get the best contract we can.**
* **Telework reversal talking points** for MAPE members leaders <https://mapeonline-my.sharepoint.com/:w:/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](mailto:Christine.Retkwa@state.mn.us)
* **Board Update –** Chris Smith [chris.j.smith@state.mn.us](mailto:chris.j.smith@state.mn.us)
  + 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](mailto: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 June 24th Lunch & Learn topic:**  **Steward overview +more in depth about LOE’s and investigations** presented by TBD.
    - **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](mailto:olivia.bonander@state.mn.us)
  + **Next MAPE 101 is Tuesday, 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!** 
  + The event planning committee is organizing an event at the **Great Lakes Aquarium (Duluth, MN) on Saturday, July 26th**. We would love for you to join us! The tickets are limited totwo per dues-paying MAPE Local 2101 member. Tickets are first come, first serve and are capped at 40 tickets. **RSVP by Tuesday, July 8th through this link:** [**https://forms.office.com/g/2can66eBCm**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fforms.office.com%2Fg%2F2can66eBCm&data=05%7C02%7CCourtney.Boettcher%40state.mn.us%7C56084c343ec94b74319608dda788ab96%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638850927608383067%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=RsifNuFZHam6%2FzgGZur3kV6Y6gc6u864UWjoLPn830Q%3D&reserved=0)
  + **MAPE DHS Day in the Park is August 13th – mark your calendar!** Held at Phalen Regional Park – softball and 5K
  + **DHS Employee Wellbeing Exchange Panel –** Tuesday, August 19th virtual event.
  + **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: July 3, 12:30-1 pm

Next General Meeting: July 8, 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](mailto: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](mailto: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](mailto:mary.e.buss@state.mn.us) MNIT employees contact [MN\_HR\_VACCREDIT@state.mn.us](mailto: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](mailto:chris.j.smith@state.mn.us) to join the statewide **MAPE Discord** server.
* **Send agenda items** for future meetings to [Chris Smith](mailto:chris.j.smith@state.mn.us).
* **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/@MAPEunion) and [Facebook](http://www.facebook.com/pages/MAPE/277856856765).

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

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

**Contract Negotiations Rep**

David Freeman [david.j.freeman@state.mn.us](mailto:david.j.freeman@state.mn.us)

**Regional Director**

**MAPE Business Agent**

Britton Mikkelsen [bmikkelsen@mape.org](mailto:bmikkelsen@mape.org)

## Regional Steward Director

Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)

## Stewards

|  |  |  |  |
| --- | --- | --- | --- |
| Dylan Adams | Dylan.Adams@state.mn.us |  |  |
| Bruce Anderson | [Bruce.Anderson@state.mn.us](mailto:Bruce.Anderson@state.mn.us) | Heather Prior | [Heather.Prior@state.mn.us](mailto:Heather.Prior@state.mn.us) |
| Cassandra Cole | [Cassandra.Cole@state.mn.us](mailto:Cassandra.Cole@state.mn.us) | Nancy Schultz | [Nancy.Schultz@state.mn.us](mailto:Nancy.Schultz@state.mn.us) |
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| Seng Lee | [seng.x.lee@state.mn.us](mailto:seng.x.lee@state.mn.us) |  |  |

## State Council/Committee Members

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