MAPE Local 101 meeting 04-2021

Called to order 12:05pm

Dave: welcome, raffle announcement

Darci board update

* Special meeting last month: executive director on paid admin leave pending investigation, has been asked not to contact members, staff, or directors. Board meeting coming up Friday, update to follow. Dan notes that the MAPE office is doing fine.
* Darci is running unopposed for reelection to her regional director seat

Frances election update

* Connie Stauffer nominated for membership secretary, running unopposed
* One nominee for delegate; anyone interested in running let Dave know
* Must be a member as of April 29 to vote
* Voting begins May 13, results post June 2, winners will be seated immediately

Dan statewide election update

* Statewide VP election will be contested, secretary uncontested
* 5 running for statewide trustees

Jed steward/meet & confer update

* 11 grievances, no change from last month
* M&C session with management coming up soon, working on agenda
* Working on supplemental bargaining:
	+ R&R for firefighters may require legislation
	+ Smoke inhalation for controlled burn participants
	+ Metropass subsidy
	+ Lifting 5 year cap on vacation accrual credit
	+ Weekend off per month for park naturalists
	+ Maybe telework, but this may be on the main bargaining table instead
		- Discussion – Kim asks when we get results of telework survey (we’re not sure), Harland notes that M&C has asked to be involved in telework discussions, Jed notes that M&C chair Megan is in the working group
	+ Pay differential for heavy equipment operators
* Dave adds that M&C will begin meeting quarterly
* Jed notes that two DNR staff have received written questionnaires in lieu of investigations to follow up on performance improvement plans
	+ Clarifying question from Dave: what constitutes an investigation? Jed doesn’t have a full definition but says investigations are accompanied by a formal letter to the subject and interviews that may include witnesses. Dan adds: MAPE members may be asked to interview as witnesses without a letter and can accept or decline; can also accept or decline MAPE representation. Harland adds: in gray areas, we have the right to ask if we’re part of an investigation and demand union representation.

Harland negotiations update

* MAPE presented about 30 proposals at opening, including telework, vacation accrual for new staff, improving temporary and unclassified status
* MMB came back with about 130 proposals that didn’t address issues MAPE brought up, including retention and DEI
	+ One proposal no longer counts seniority for layoffs, calling it a DEI measure
		- Dan notes that this is a union-busting tactic targeting the only part of the contract where seniority applies
	+ One proposal would keep discipline records in personnel files forever
* Contract action focused on temp and unclassified staff April 22 will be open; Zoom call will require registration
* Posted in chat: Want to help us be organized for action in connection with our contract negotiations? You decide what you can do as part of the Local 101 Contract Action Team (CAT). Send me a note if you're willing to help out: Harland.hiemstra@state.mn.us. It's your contract, and it depends on YOU getting involved!

Dan BA update

* Public-facing roles during pandemic (so far OSHA inspectors and industrial hygienists identified in our local) may be eligible for federal money
* Legislative session continues, no updates on virtual lobbying yet

Dave announces raffle winners Renee and Laura

Dave proposes breakout groups for future meeting on these topics:

* Contract bargaining
* Union elections/governance
* Meet and confer
* Union involvement in politics
* Membership
* Social activities