**Local 301 Membership Meeting**

**Tuesday, February 8 2022, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by Local 301 President Nagle**

**Attendees: 99**

**Welcome/Announcements, Brett Nagle, Local 301 President**

* Brett introduced himself and thanked everyone for coming to the meeting. Brett welcomed members to unmute or write in the chat if they have any questions/comments. Brett uses he/him pronouns and is a fish biologist in biological monitoring at the MPCA. Brett volunteers with MAPE Local 301 and currently is serving as the president.
* Local 301's Executive Team:
	+ President: Brett Nagle
	+ Regional Director: Mark Snyder
	+ Vice President: Shanna Schmitt
	+ Treasurer: Anne Morris
	+ Membership Secretary: Chuck Krueger
	+ Secretary: Rachel Olmanson
	+ Lead Steward: Kristin Kirchoff-Franklin
* There has been another law enforcement killing of a black man in Minnesota. MPCA is hosting a Listening circle tomorrow, Feb. 9th at 11 am. Brett has attended other events like this in the past and encouraged people to check it out. Also encouraged people to take time off if you need to.
* The Equity and Justice Black Caucus Employee Resource Group is hosting an Amir Locke Listening Session on Wednesday, Feb. 9th at 10 am. Maurice Wilson, who is a MAPE Local President of Local 1002 will be moderating the session.
* Brett lives in Minneapolis and is tired of hearing our city and law enforcement say the same things every time this happens. We recognize systemic racism touches every element of American society. Minneapolis, is still in many ways a segregated city.
* Brett mentioned the EJ 101 training that the MPCA is doing.
* Brett showed a comparison of internet accessibility and red lined districts in the Twin Cities.
* Equity and Justice Black Caucus 3rd Annual Black History Celebration. Every work day in the month of February there will be a speaker from noon to 1:30 pm. These events are eligible for IDEA credits for MPCA employees. Remember IDEA credits should be completed during your work time.
* January MAPE donation will be to Tubman (https://www.tubman.org/): providing safety, hope and healing to the Twin Cities. Annually helps 25,000 people get services, support, and info they need after experiencing trauma.
* February MAPE donation will be to the NorthPoint Health and Wellness center: partnering to create a healthier community, multi-specialty medical, dental and mental health center and human service agency in North Minneapolis.

**Anne Morris, Local 301 Treasurer**

* Every year Anne has to do a financial audit. Anne needs four volunteers to participate over the lunch hour. It should only take an hour. Let Anne know if you're interested. You will have to review some pdfs and spreadsheets.

**Contract Update, Claudia Hochstein, Kristin Kirchoff-Franklin, Contract Negotiations Representatives**

* There was an all leader call last week to discuss Lobby Week. Lobby Week will be done instead of Day on the Hill. It will be all virtual and participants will meet with legislatures over zoom. There will be MAPE facilitators there to help.
* See the MAPE website for more information (https://mape.org/2022-legislative-session). You can register to attend meetings in your senate districts. If folks are from WI, you can still participate and encourage your colleagues to participate.
* We really need help to support our contract. If our contract doesn't pass by May 23rd, we will revert back to the previous contract. Legislators are just people like us, Kristin has met with them many times, and we are their constituents. They respond to people in their districts. Please come out and help us fight for our contract. Please participate. We really need to get this contract passed for the whole state. It's also a great way to meet other MAPE members in your neighborhood.
* Legislators love meeting their constituents and hearing your stories because it's their job to represent you.
* Lobby Week is March 7-11th. Each meeting is about a half-hour. Even if both of your representatives are pro union, it's still important to encourage them and keep union issues on their radar.

**Lead Steward Update – Kristin Kirchoff-Franklin, Lead steward**

* Claudia Hochstein is officially a steward now.
* Local 301 Stewards
	+ Kristin Kirchoff-Franklin (Lead Steward, MPCA)
	+ Anne Claflin (Deputy Steward, MPCA)
	+ Claudia Hochstein (MPCA)
	+ Barb Peichel (BWSR)
	+ Dave Wischnack (MPCA)
	+ Jen Crea (MNIT)
	+ Melissa Wenzel (MPCA)
	+ Jen Jevnisek (MPCA)
* Reminder to practice self-care. A lot of folks aren't taking leave because they are teleworking. If you're sick, take a sick day.
* New employees, talk to us if you need help or have questions about leave time.
* Social media policy: we presented changes to management through our Meet and Confer Committee meeting that was held a few weeks ago. We are waiting for a response. The policy did not show up in the Document Knowledge Transfer (DKT), so current you don't have to acknowledge it. Hopefully we get the changes we are asking for. If you're interested in seeing the document let us know.
* We asked them to change the language regarding personal social media accounts. Strike that employees must use personal social media responsibly, also language regarding employees commenting on employers posts as long as they don't contradict. Asked them to remove bullet regarding privacy on social media.
* Sometimes questions that come to stewards lead to more organizing work. Melissa King (BWSR Meet and Confer Chair) has done extensive outreach to staff for BWSR Meet and Confer and one of the items was workload. BWSR wanted to learn more about how staff have been directed to manage time. BWSR had 75% participation in response to a survey they sent out and the Meet and Confer Committee presented findings to leadership team at the last meeting. Trying to find solutions to benefit organization and employees.
* Make sure that the work balance we have is reasonable. Good reminder that we can say no to our supervisors, if we are taking on more work, something needs to be taken off list of responsibilities. If you need help with this feel free to reach out to a steward.

**Board of Directors Update, Mark Snyder, Regional Director**

* The Board of Directors (BOD) met on January 21st. Mark introduced himself, uses he/him pronouns, works in Resource Management and Assistance Division (RMAD) at MPCA.
* Strategic planning continues. Had some short meetings last week and some additional decisions will be made at the Feb. BOD meeting before a final draft is produced.
* Following up from Delegate Assembly, resolutions for establishing an alternate Judicial Chair and a procedure for resolving disputes passed unanimously. A resolution to remove the statewide Meet & Confer chair from the Executive Committee passed on a divided vote. The members directly do not elect the Meet & Confer chair. They can still participate in board discussions, but is not required to be on the committee anymore.
* A resolution was introduced that would allow for an interim statewide Secretary/Treasurer in the event of either position (currently statewide Treasurer is vacant). The local executive committee has some concerns regarding this. Let Mark know if you have any thoughts, mark.snyder@state.mn.us.

**MPCA Meet and Confer, Claudia Hochstein, MPCA Meet and Confer Chair**

* The social media policy issue came from members. Please keep letting us know if there are things you want us to bring to the committee.
* Our contract allows a pilot program this year to allow for a differential pay for employees that are using another language as part of their position. They can be compensated modestly. MPCA would like to opt in to this program. We told them we would identify people that would be eligible. Let us know if you know of anyone using another language. We will also be sending out a survey to help identify these people.
* See <https://mape.org/mapes-contract-2021-23/article-24-wages> for more info.
* We talked to facilities management and safety since the Supreme Court didn't agree with some of the particular requirements related to COVID policy. We are going to continue using the vaccine/testing guidance that already exists. If you are working in the office voluntarily you have to be vaccinated. The testing program is only for people required to be in the office and/or field. Recommendation to use a higher level mask, if supervisors are requiring it they need to discuss with Ryan Ricci. If you are in the office you need to have your mask on, even if you're in your cubicle.
* MPCA is still waiting to hear from MMB to see if we need to report booster shots, similar to how we reported our vaccination. If you are having an in-person meeting with people at the St. Paul office there is a masking requirement. Remind people they will need to bring their own masks.

**Membership Update and Drawing, Chuck Krueger, Membership Secretary**

* Gift card winners: if you show up to the monthly meeting we raffle off three $25 gift cards to union friendly businesses each month. You can win once/calendar year. Travis Germundson, Rocky Sisk, Cynthia Osborn, and Barbara Monaco were the winners this month.
* New member introductions:
	+ Matt Strodel: works in Petroleum Remediation at the MPCA. Started last week as an Environmental Specialist. Matt moved to MN from NY two years ago. Previously worked in consulting. Excited to join MAPE.
	+ Luis Allen works in Petroleum Remediation as a project manager. Luis thanked Brett for the opening message, appreciate it.

**Meeting adjourned at 1 pm by President Nagle**

**Next meeting March 8th at noon**