**Local 301 Membership Meeting**

**February 11, 2020, 12 pm – 1 pm, MPCA Board Room**

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

**Attendees: 149**

**Announcements/MAPE Structure 101, Brett Nagle, Local President**

* MAPE is a statewide organization and represents 15,500 people.
* MAPE Statewide is also referred to as MAPE Central. People, like Dave Kamper (MAPE Business Agent), are full-time employees of MAPE. Dave is back from a 3-month sabbatical and will be hosting office hours on Tuesdays from 10 am to 3 pm in the cafeteria. Feel free to stop by and chat about anything.
* There are also elected officers at the statewide level. See the [MAPE Statewide Officer](https://mape.org/statewide-officers) page for more information.
* Delegate Assembly is also part of the overall structure of MAPE and will take place in fall of 2020. Delegate Assembly is made of members from all locals and the group sets rules that the board and officers follow. See the [MAPE Delegate Assembly](https://mape.org/committees/delegate-assembly-da) page for more information.
* MAPE also has a Board of Directors and the MAPE Statewide President presides over the board.
* Local and Statewide Officers, members of Delegate Assembly, and the Board of Directors are all members of MAPE. Central employees (like Dave Kamper) are not allowed to be involved in decision making or elections.
* MAPE is divided up into regions and our local is part of Region 3. Shanna Schmitt is our Regional Director. Our region also has a Contract Negotiations Representative (currently Bill Dunn).
* Our local is 301 and includes members from the MPCA St. Paul Office, BWSR, MnIT, and EQB.
* Elections for MAPE Statewide, Local, and Regional positions will be held from May 13 – May 27. Voting is all electronic and you will receive a notification from MAPE when voting is available. Nominations for all positions are open from Feb. 10 – April 10. If interested in nominating someone or nominating yourself, send Rachel Olmanson an email ([Rachel.olmanson@state.mn.us](mailto:Rachel.olmanson@state.mn.us)). If you are nominated you will have the opportunity to accept or decline the nomination.
* Statewide positions are open: president, treasurer, organizing council (3 positions), and political council (3 positions).
* All Local 301 positions are also open: President (currently Brett Nagle), Vice President (currently Summer Streets who will not be seeking re-election), Secretary (currently Rachel Olmanson), Treasurer (currently Mark Snyder), Membership Secretary (currently Barb Peichel who will not be seeking re-election), but Barb will help transition the new person. Regional Negotiations Team members (currently Bill Dunn who will not be seeking re-election), Meet and Confer Chair, and Delegate Assembly members (5 delegates and 5 alternates) are also open.
* The Meet and Confer Committee is by agency (not local). More information on Meet and Confer Committees is available on the [Meet and Confer Committees MAPE webpage](https://mape.org/committees/meet-and-confer-committees).
* We really need a new Negotiations Representative to work on the new contract, there will be lost time for this position (MAPE will cover pay while working on this). The time commitment is about 30 full days over the negotiations cycle – over a year period.
* See the [MAPE Election page](https://mape.org/resources/mape-documents/election-information.) for more information on all positions.
* Local 301 also has Stewards. More information is available on the [MAPE Find Your Steward webpage](https://mape.org/locals/find-your-steward).
* Our local also has a Food Committee and a Membership Committee. Anyone can get involved in those committees if interested.
* Most committees meet over lunch. You can use staff time if you are a member of the Meet and Confer Committee or a steward.

**Board of Directors Update, Shanna Schmitt, Regional Director**

* Feel free to stop by and talk to Shanna anytime.
* The Board of Directors recently received an update on a Climate Study that an outside consulting company is working on. The Board also discussed Delegate Assembly and the possibility of moving it to October this year. We will know when the date is soon.
* The political and organizing council are running smoothly.
* Let Shanna know if you are interested in being on the Food Committee.

**MPCA’s Equity Committee, formerly Diversity and Inclusion Committee**

* See the Equity Committee’s page on the MPCA’s Lorax: <https://lorax.pca.state.mn.us/resources/diversity-and-inclusion/committee>.
* Jose Luis Villasenor, member of the Education and Culture Subgroup gave an overview of the committee. The committee is trying to get conversations started through podcasts, books, and working closely w/ Joy Kluttz-Horton to find trainers that are in our communities w/ experience around anti-racism, highlight differences. Come and join us for a discussion on the podcast, “Seeing White”. The committee is working with senior leadership on these issues as well.
* Joy Kluttz-Horton (MPCA Diversity, Inclusion and Equity Training Specialist): talked about how she has 22 years of experience working in higher education on diversity, equity, and inclusion issues. She is working closely w/ the Equity Committee and is going to create trainings and opportunities for MPCA employees to grow in this area. If you have any ideas feel free to talk to Joy.
* Also, let the committee know if you have ideas for books, podcasts, etc. that promote racial equity. If you want to be involved in the committee you can apply through the Lorax. Question: can folks that don’t work at MPCA come to events? You can sign up for PCAToday to receive notifications on events– send an email to Teresa Gaffey. Everyone is welcome to come to events at MPCA and other events outside the agency. There are fliers up in the building too.
* Retention Subcommittee: Carolyn Kammeyer (MPCA Retention/Recruitment Consultant), Mary Connor (member of Retention Subcommittee): the committee is exploring barriers for retaining folks. The committee had listening sessions in 2019 and heard a lot about the MPCA culture, contact Tim Lockram if you want to hear more about listening sessions and someone can come talk to your unit/section about it.
* Mary Connor also discussed how Glenn Skuta (MPCA Watershed Division Director) is working on a project for his Masters’ about retaining people of color at the agency. Glenn is working with the retention subcommittee and incorporating ideas heard from the listening sessions. The project should be complete in April and he will be developing a proposal that includes anti-racism training, senior managers regularly talk publicly about own personal journey related to equity, diversity, and inclusion and how views have changed over time, and senior management team would meet and discuss issues on a regular basis. The groups is also exploring updating the exit interview process at the agency more useful. We want to find out why people are leaving, could be an option for folks to have interview w/ someone they don’t directly report to.
* Carolyn Kammeyer: has worked in human resources for 13 years, most time in recruiting. Masters in HR, excited to help MPCA improve diversity in employment. Retention: exploring stay interviews for newer employees, how can we improve chances of promotion and success at MPCA?
* There is also a Strategic Planning subcommittee: Mark Snyder will give an update at an upcoming meeting.

**MNIT Meet and Confer Debrief, Jed Boettcher**

* MnIT Meet and Confer Committee has been working on a Metropass subsidy for MnIT staff. Not all MnIT staff were getting a Metropass subsidy. A survey was sent out and they are willing to explore a subsidy in other regions across the state.
* MnIT also had a reimagining IT event on March 2 where staff met w/ top management from all agencies that MnIT serves. They are trying to determine what makes the ideal IT business partner and are working to improve relationships. The MnIT Meet and Confer Committee is really glad to be working on this issue.
* The committee is also working on the new ITS classification in the MAPE contract. The committee is not happy with the new classification applying to Temporary/Unclassified employees (3-years) and are re-examining this issue – Steering Committee. Will notify us when details are worked out.
* Student Loan Reimbursement/Wage Adjustment: MNIT will be leading the way on these issues. Student Loan Reimbursement proposal: MMB is working on guidance for this. MnIT Meet and Confer will re-adjust proposal once they see MMB guidance.
* Question, will Student Loan Reimbursement only be available for new employees? Will it only be allowed for recruitment? The contract says “may” not “shall” and the agency does not have to do anything – selectively implement. This is something for Meet and Confer to work on.
* Wage adjustment: MMB is working on this, MNIT will need to provide supporting documentation to MMB – looking at classifications across MNIT and will take some time to figure out.
* Asked for a work group to work on career path issues, performance reviews
* MNIT staff can contact Jed w/ questions

**Birthday Drawing: Rose Schmaedeke**

**Meeting Adjourned by Brett Nagle at 1 pm**

**Next Meeting – Tuesday, March 10th**