**Local 301 Membership Meeting**

**Tuesday May 11, 2021, 12 pm – 1 pm**, **Microsoft Teams**

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

**Attendees: 81**

**Welcome/Announcements, Mark Snyder, Local 301 Vice President**

* Vice President Snyder introduced himself. Mark is filling in for Local 301 President Brett Nagle since he is working in the field today.
* Quick reminder to resist hate specifically with Asian Americans. May is Asian Pacific American Heritage Month. Mark reminded folks of the Stop AAPI Hate website: https://stopaapihate.org/.
* Mark also reminded folks of the five ways to help that we discussed at the April MAPE meeting:

5 ways to help if you witness hate – [stopaapihate.org](file:///C:\Users\rolmans\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\RLETNZFX\stopaapihate.org).

* + Take action: approach the targeted person, introduce yourself, and offer support.
  + Actively listen: ask before taking any actions and respect the target person's wishes. Monitor the situation if needed.
  + Ignore the attacker: use discretion, calm the situation with your voice, body language, or distractions.
  + Accompany: if the situation escalates, invite the targeted person to join you in leaving.
  + Offer emotional support: help the targeted person by asking how they're feeling.
* Later today there is a round table event: A Path Forward. This event will be held on Facebook live at 6:30 pm, Tuesday, May 11th. You don't need a Facebook account to attend. <https://stopaapihate.org/a-path-forward-may-11-2021/>
* Local 301 will also have another viewing and discussion of Unheard Stories: Asian Americans Experiencing Hate on Thursday, May 20th at 4:30 pm. We sent out a Microsoft Teams invite, let us know if you have questions.
* MAPE members can now vote in Statewide Elections May 13th through May 27th. You can vote for Statewide Vice President, Statewide Trustees, Statewide Political Council, and Local 301 Delegates for Delegate Assembly. This is information on MAPE website about the candidates: <https://mape.org/resources/mape-documents/mape-internal-election-information>.
* Mark Snyder will starting as our Regional Director in June. Shanna Schmitt is our current Regional Director.
* You can schedule an appointment for a COVID vaccine at <https://vaccineconnector.mn.gov/en-US/>
* Community Vaccination Program locations are located around the state. There are currently locations in St. Paul, Bloomington, Oakdale, Mankato, Duluth, Rochester, Lino Lakes, and St. Cloud. There is also a program at the State Fairgrounds.
* Local 301 stewards – Kristin Kirchoff-Franklin is Chief Steward, Barb Peichel (BWSR), Anne Claflin (MPCA), Jen Crea (MNIT), Bill Dunn (MPCA), Jeannie Given (MPCA), Lucy Dahl (BWSR), Jennifer Jevnisek (MPCA), Melissa Wenzel (MPCA), and Dave Wischnack (MPCA). See the MAPE website for more info: <https://mape.org/locals/301>.
* Lunch donations (Anne Morris, Local 301 Treasurer) – We approved donations January – June 2021. Our May lunch donation will go to North Point Health, and the proposed July donation is to donate to the Coalition of Asian-American Leaders (CAAL). We discussed Anti-Asian Hate at our April MAPE meeting. Anne asked for a motion to donate our July lunch budget to CAAL. Mark made a motion for July donation to go to CAAL. Barbara Monaco seconded motions. Mark asked if there were any concerns, no concerns. Motion passed.

**Board of Directors Update, (Mark filling in for Shanna) Shanna Schmitt, Regional Director**

* The BOD met on April 16th
  + Approved changes to hiring policy for non-managers
  + MAPE plans to push back on MMB telework policy
  + Update on work around member rights at MDA and MDR office closures
  + Update on Negotiations (Kristin and Claudia have the most recent updates)
    - Please sign petitions and attend open bargaining sessions
    - 2 donations: $5 k to Corrections Peace Officers Foundation and Edible Boulevards projects
    - Delegate Assembly Taskforce approved to begin work.
    - New BOD Subgroup: Diversity and Belonging (staff and members)
    - Feel free to contact Shanna with any questions

**Meet and Confer (Mark filling in for Hannah Field, Meet and Confer Chair)**

* The Committee has been discussing basic ground rules for teleworking. MPCA is currently revising its telework policy that will dictate when, how, and which MPCA employees will be allowed to telework in a post-COVID world. Your MPCA Meet and Confer Committee wants to make sure the policy includes your ideas for what telework at MPCA should look like. To do so, we invite you to attend an upcoming listening sessions to talk about what teleworking has been like for you, what you'd like to see in MPCA's updated telework policy and how MAPE can help.
* Telework listening sessions: May 13th (noon), May 14th (4 pm), May 17th (noon), May 18th (4 pm). Mark encouraged folks to attend listening sessions.

**Contract Negotiations, Kristin Kirchoff-Franklin and Claudia Hochstein, Contract Negotiators**

* Mark shared video regarding equity proposals:[Shawn Swinson-Stafford on MAPE's Equity Proposal - YouTube](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.youtube.com%2Fwatch%3Fv%3DDVjB0mbXleQ&data=04%7C01%7Crachel.olmanson%40state.mn.us%7Cbf94b9bedf6b448b7c8308d91492600a%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637563441351338045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=HLe1LJcP%2FaCxR8mVSVnU2bSVOdUdtVniiuWCJz5uKOo%3D&reserved=0)
* Kristin Kirchoff-Franklin (Lead Steward/Contract Negotiator) and Claudia Hochstein (Contract Negotiator) gave contract update. They are currently on the 5th day of negotiations. Negotiations with MMB started on April 22nd. MAPE presented proposals and MMB said no.
* All MAPE proposals, and MMB proposals are on the website: <https://mape.org/proposals>. MAPE brought 30 proposals and MMB brought 143 proposals. MMB said no to proposals about equity and telework. MMB thinks telework should remain a policy and should be completely at the discretion of management. MMB doesn't want to work with the union on telework. MAPE would like some basic protections in our contract. MMB is approaching the Union as a disturbance in the workplace which we believe is disingenuous to the bargaining process.
* We tentatively agreed to two dozen of MMBs proposals – these were technical changes.
* Presented equity proposals with our President Megan Dayton and shared survey results, which revealed that from pay, to job safety, to mentoring, BIPOC members are less likely to be as satisfied with their jobs compared to their white counterparts.
* Over 300 MAPErs joined together to show support for our Temporary Unclassified proposals at our noon action. MMB presented us with three counter proposals.
* MMB is unwilling to make accommodation for contract/self-employed people. MAPE did not accept proposal on that.
* MMB asserts that there isn't a difference between demographics of Temporary Unclassified members and Classified. MMB was unable and unprepared to present compelling data in regard to affected members, presenting statistics only for statewide demographics of works, not specifically on MAPE or Temporary Unclassified. We will continue to push MMB to recognize and act on the deep inequities in the State system if they continue to pretend there is no problem.
* MMB continues to skip over telework as an issue that needs to be in our contract. Telework is the biggest issue for many of our members. We met with MMB yesterday and are meeting with them again today. MMB still continues to assert that teleworking does not need to be in our contract and should be controlled by policy. MMB also continues to assert that Equity, Diversity, and Inclusion efforts are occurring at agencies, and does not belong in our contract. A lot of what we are working for includes a joint labor management committee that would provide a framework for equity, especially in the hiring process. We believe that MAPE is part of that answer. Provide level of accountability so that BIPOC members have recourse when treated poorly, need something in contract it is important.
* Please support us by [signing the petition](https://docs.google.com/forms/d/e/1FAIpQLSdGyVbhTI2MPlDHcRH3CUic5zcNgLo6-oxPZI7KPs4xNy_ZDA/viewform). By signing it you are showing that you're here and watching what's going on with negotiations and believe you deserve a better contract. Over 4,000 MAPE members have signed. Thanks to all the Local 301 members that have signed. Please add your name, and tell all your MAPE colleagues.
* We need to make sure we get a good contract that helps us, the state of MN, and everybody. We will be asking for more actions as we continue in the negotiations process.
* Kristin talked about the length of service credit for vacation accrual. We will continue to push on that issue especially in MNIT. We have said no to 91 of MMB proposals so far. They are more harmful than good.
* Joy Kluttz-Horton talked about how she started the IDEA program and that there is accountability. It is a required training, and there are multiple ways people can get credit and engage in it. Claudia Hochstein talked about how the IDEA program is great, we are just hoping for more accountability moving forward into the future, in terms of moving beyond the showing up. There are other agencies that don't have that at all. IDEA seems to be one of the most concrete and accountable programs across the agencies. Other agencies aren't leading across the enterprise. Joy talked about how IDEA is starting point, and action needs to happen as well, but we can't get action without awareness. IDEA could be a model for other agencies to get started.
* Barb Peichel asked why so many proposals were anti-steward. Kristin said they look at stewards as unnecessary barriers (MMB words). Unclear why they think this. Will need to dig into this a little further.
* Claudia – we are doing open bargaining. This means that anyone can come in and watch the bargaining happening. Bargaining will happen this afternoon. Let us know if it would be helpful to receive a notification when we are going into bargaining, June 2nd and 14th.
* The negotiations for MMB is comprised of HR folks from a lot of different agencies from across the state. Amanda Johnson is the lead negotiator for MMB.

**Membership Update, Chuck Krueger**

* A couple new members joined our local in the last few weeks. Chuck asked them to introduce themselves.
* Kirsten Barta – works in Environmental Review, worked for DNR and Hennepin County. Civil engineer and biologist by training.
* Josh Norman – works in the Municipal Division, in the construction stormwater program. He is a recent grad of UW Stevens Point
* Michael Foley – started in state service with MnDOT in 2015 and started at MPCA in Feb.
* Chuck mentioned that we have a monthly membership drawing where members are entered to win a gift card to local business.
* Chuck asked folks to please sign up to be a member if you can. You can sign up on mape.org. If you don't know your status reach out to Chuck, or check your paystubs to see if you're paying dues. Please reach out to new hires. Membership Committee tries to reach out to every new hire, but best to hear from folks in unit/section if you work together.

**Closing, Mark Snyder, Vice President**

* Feel free to reach out to Claudia/Kristin if you have questions about contract.
* Mark thanked everyone for joining the meeting.

**Meeting adjourned at 12:58 pm by Vice President Snyder**

**Next meeting June 8th at noon**