Local 301 Membership Meeting  
June 5, 2018, 12 pm-1pm, MPCA Lower Level Room  
Meeting called to order at 12:00 by President Claflin

**Announcements/Elections – Ann Claflin**

* Only one person was nominated for each local 301 officer role so we do not need to hold an election:
  + President: Ann Claflin
  + Vice President: Brett Nagle
  + Treasurer: Mark Snyder
  + Negotiation Representative: Bill Dunn
  + Member Secretary: Bharathi Murali [sub sequentially declined the position]
  + Secretary: Rachel Olmanson
* Thu Phan was elected for Statewide First Vice President
* Still looking for more people to represent local 301 at the MAPE Delegate Assembly
* Resolutions for the 2018 MAPE Delegate Assembly are now being accepted. Resolutions must be sent to MAPE’s Constitution and Rules Committee at [crcommittee@mape.org](mailto:crcommittee@mape.org) no later than Friday, June 29th.
* Summer Book Club: there will be a summer book club for women and people of color in the labor movement Wednesday, June 6th at the Eastside Freedom Library from 5:30-6:30.
* National/Local Union News: all strikes that are happening around the country recently have had favorable outcomes for the unions.
* Teamsters #792 strike. They appreciated the support from MAPE.

**Employee Rights – Bill Dunn**

* Annual performance appraisals are required for all staff and are due by Aug. 1 for MPCA staff
  + Opportunity to discuss training and professional development opportunities with your supervisor.
  + You are allowed to use work time to work on your self-assessment. This is your opportunity to discuss all the work that you did throughout the year. Don’t leave anything out. Discuss any training opportunities you are interested in.
  + Stewards are willing to help you with your self-assessments. Staff signature is recommended on performance appraisal. Staff can negotiate changes before you sign off on it if you do not agree with it. You have the option to add a statement on your performance review. Seek a steward to help with this process. Staff can also appeal their performance review to the HR Director.
  + Other state agencies have access to your personal file which includes performance reviews
  + Your supervisor should not mention medical issues, employee assistance, MAPE involvement, or anything else outside the workplace
  + You will also work with your supervisor to update your position description and work plan during your annual review on work time.
  + Overview of Employee Rights (Article 6)
    - You have the right to an accurate position description.
    - The employer has an obligation to give employees an annual review based on an accurate position description.
    - Employees have the right to an annual progression increase upon satisfactory performance.
    - Employees have the right to ask for additional achievement award bonuses based upon outstanding team or individual work or projects.
* Job classifications are available on the MMB website
* Position descriptions are available for MPCA staff on the agency’s X drive (see the Lorax)

**Stewards Update – Bill Dunn**

* Seniority rosters are now available. There is a 30-day review period. It is important for staff to review and make sure it is accurate.
* Staff is allowed to look at their personnel file and it is recommended to that from time to time, certainly if you are applying for a new state position. Contact Sonda Binsfield for assistance.
* Chief stewards had training on May 17th on preparing grievances.
* Chet Jorgenson, Statewide President, presented restructuring of MAPE. They will be combining secretary and treasurer positions and eliminate 2nd Vice President.
* Senior managers met on private sector vacation leave and determined that staff will get full credit for past employment if you had multiple employers. An email will be sent out with more information.
* All staff will be getting a 2.25% raise on July 1st.

**Janus vs AFSME Update - Anne Claflin**

* The Supreme Court ruling on Janus vs AFSCME will come out soon. They will likely not vote in our favor. MAPE is committed to continue doing good work and increase our membership.
* There will be an Ice Cream Social with MAPE, AFSCME, and all other unions in Lafayette Park on July 31. MAPE will contribute to the event with funds from the MAPE Central Membership Activities budget line item.

**Update – Dave Kamper**

* MAPE endorsed Tim Walz for governor.
* Encourage you to participate in your own primaries
* Ann Claflin is running for House District 54A. There will be a door knocking event on June 23rd. There will be other events coming up.
* There will also be opportunities for door knocking for other labor friendly candidates and targeting districts after the August primary.

**Membership Update – Deepa DeAwalis**

* There are many new employees
* Our memberships is still hovering around 82-83%.