Local 301 Membership Meeting

June 11, 2019, 12 pm – 1 pm, MPCA Board Room

Meeting called to order at 12:10 pm by President Brett Nagle

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

* Results of MAPE Statewide and Local Elections are here: <https://mape.org/resources/mape-documents/election-information>
* Shanna Schmitt is our new Region 3 Director
* Summer Streets is our new Local Vice President
* Local 301 Delegates are: Brett Nagle (automatic), Summer Streets, Jason Ewert, Mark Snyder, and Hannah Field. Local 301 Alternates are Kristin Kirchoff, Jen Crea, Cha Thao, Kristen Mroz-Risse, and Paul Pestano
* Contact Brett Nagle or Dave Kamper if you are interested in writing a resolution for Delegate Assembly. More information can be found here: <https://mape.org/committees/delegate-assembly-da>.
* You must sign up to be a member by August 9th if you want to vote on the MAPE contract.

**Contract Negotiations Update – Bill Dunn, Contracts Negotiations Representative for Region 3**

There are five key themes for the new contract:

1. Wages and Health Care
   1. Cost of living increases
   2. Holding the line on health care costs
2. Workforce Development
   1. Tuition reimbursement and/or loan repayment
   2. Reallocation request timeline/accountability
   3. Recognize experience and institutional knowledge
3. Equity and Inclusion
   1. Promoting diversity and equal treatment for all employees
   2. Equal rights for unclassified employees
4. Work-Life Balance
   1. Vacation accrual improvement
   2. Phase retirement program expansion
   3. Telecommuting/telework policy improvement
   4. Paid family leave
5. Healthy Workplace
   1. Safety measures in the workplace
   2. Performance evaluation improvements

* Bill discussed member engagement activities that the contracts team has been working on: survey, one-on-one interviews, small groups, etc.
* The contract will be brought to members to vote on by August 14th. After that the contract will go to the Subcommittee on Employee Relations and they will have 30-days to react to it.

**Contract Negotiations Update, Lina Jamoul, MAPE Executive Director**

* Executive Director Jamoul discussed Push Week and explained how MAPE is still getting feedback from members on important issues.
* The following items that MMB proposed are off the table: restricting medical leave, limiting union time at New Employee Orientation to 10 minutes, and union leave restrictions for officers.
* The following MAPE items are still on the table: Professional Development Credits, Bereavement Leave (credit sick leave for employees that do not have enough sick time to cover bereavement leave), Earlier Vacation Accrual, and Phased Retirement.
* Other items still on the table include student loans (loan forgiveness), rolling over extra vacation to deferred comp, and wages/healthcare
* Members talked about what issues were most important to them. A straw poll was done after discussion and vacation accrual received the most votes.

**Supplemental Negotiations Update, Bill Dunn, Contracts Negotiations Representative for Region 3**

* Bill discussed how there have been a couple of meetings to discuss a few issues. The items will be brought to the larger negotiating team to discuss. Bill will report back next month.
* MniT also is working on a supplemental agreement for student loan repayment that would be discretionary, this has yet to be rolled out.
* There were some questions from MniT about teleworking, and sick leave, these proposals have not gone anywhere.
* There were questions that came up about the % increase in wages. MMB has acknowledged that wages are behind the private sector. Push week will be spent discussing wages/healthcare.
* Push week is coming up next week. AFSCME and MAPE will negotiate final benefits with MMB. There will be a rally on Tuesday, June 18th at 6 pm at the Double Tree Hotel in Bloomington. Bill and Dave Kamper encouraged members to show up.

**Stewards Update, Bill Dunn, Chief Steward**

* Basic Steward Training is being offered Aug. 23rdand November 22nd
* Advanced Steward Training is being offered July 26th and October 25th. You must take advanced steward training to become elected chief steward.
* We are always looking for more stewards.
* Performance Appraisals:
  + MniT: need to be completed by Sept. 30th. All employees need to complete a self-assessment, individual development plan, review position description and telework agreement (if applicable). All forms can be found on the intranet.
  + BWSR: need to be completed by June 30th, or at annual hire date. All forms are found on the intranet. Employees must complete a self-assessment.
  + MPCA: need to be completed by Aug. 1. Employees must complete the self-assessment form. Supervisors can use the long/short version of the performance review form. Employees will also review annual work plan and training plan.
  + For all agencies, employees may write a rebuttal. We encourage you to sign you review and make sure to get a copy of it.
  + Also encourage you to annually review your personnel file.

Birthday drawing, Jason Ewert

**Meeting adjourned by Bill Dunn at 12:55 pm**

**Reminder: use your floating holiday by June 30th.**