

MAPE Local 301 Membership Meeting

Date/Time: Tuesday, June 11, 2024, 12:05 pm

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Vice President Shanna Schmitt

Attendees: 78

1. Introductions and welcome everyone to the meeting

- Local 301's Executive Team:
 - President: Brett Nagle
 - Vice President: Shanna Schmitt
 - Treasurer: Leya Charles
 - Membership Secretary: Chuck Krueger
 - **Secretary: vacant – please let us know if you're interested**
 - Regional Director: Mark Snyder
 - Regional Steward Director: Anne Claflin
 - Chat Monitor this month: Wesley Knox

2. Announcements

a. Local elections later this year

- Local 301 will elect new local officers this fall. Start thinking about if you'd like to run for a local officer position! New terms start in January 2025!
 - President
 - Vice President
 - Secretary
 - Treasurer
 - Membership Secretary

b. 90th Anniversary of the Minneapolis Trucker' Strike

- The Minneapolis Library is hosting exhibits and speakers in May-July around the 90th Anniversary of the Minneapolis Truckers' Strike.
- Online content and schedule of events: <https://rem34.ampmpls.com/>

c. MAPE Scholarships

- Stay tuned for more information from MAPE Central

d. Life Events

- Reminder to let the executive team know about life events, such as births, deaths, and illnesses happen. We appreciate knowing about events so that we can support our members if needed. Please reach out to anyone on the Local 301 Executive Committee, <https://mape.org/locals/301>

e. Monthly Local 301 Donation

- The Listening House
- Listening House welcomes our community through radical hospitality.
- <https://www.listeninghouse.org/>

f. Local 301 Monthly Lunch

- We're having a picnic this month instead of a typical lunch. See below.

g. Spring Picnic!

- Thursday, June 27, 2024 from 5:00 - 7:00 pm
- Crosby Farm Regional Park – look for the pavilion
- Use 2053 Crosby Farm Trail, St. Paul, MN 55116 in your GPS

h. MAPE Discord Group

- Would you like more opportunities to connect with your fellow union members, share a good union meme, or ask questions regarding contract negotiations?
- We've started a discord group for our locals and we would encourage you to join and share with others! If you need a separate link, email Barbara Monaco at monacoba@gmail.com

3. Membership Committee Update (Local 301)

- Brief introductions from some of our new members
 - Naveen Borojerdi
 - Josephine Hartung
 - Brian Hanf
 - Adam Klein
 - Eric Bunge
- Our member percentage has dipped, but our membership is growing overall. We're just having trouble keeping up with the pace of new hires, so please reach out to new hires in your units!

4. Stipends for Local Officers (Local 301)

- We hope this will help recruit members to serve as local officers
- We are able to offer stipends to local officers, but it has to be approved by the membership
 - Only local officers are allowed to receive a stipend.
 - Each local officer may receive a stipend equivalent of up to \$480 maximum/calendar year.
 - Stipends shall be paid out on a yearly or 6-month timeline as decided by the local officer team.
 - Meeting minutes (or approved local budget showing stipends) must be sent to the MAPE Financial Specialist.
- Only local officers are allowed to receive a stipend to account for the use of personal time and incidentals that come with the position of being a local officer.
- Stipends are considered taxable income and are subject to withholding taxes.

- Local 301 Treasurer - budget information
 - Local 301 is doing good on our budget. We're predicted to spend another \$9,050 on upcoming activities, including lunches, membership prizes, and charity donations for the rest of the year.
 - Projected to have approximately \$12,000 left in the budget at the end of the year
 - Stipends would only cost us \$2,400 if all officers opt-in
- Open discussion
 - MAPE Central would handle the paperwork
 - One-time approval, then in annual budget (which is approved by the membership)
 - Our local gets \$1.25/pay-period/member from MAPE Central (our portion of the union dues each member pays)
 - Local officers are not eligible for lost time
 - Agreement that this will help recruit local officers
 - Minimal amount of budget
- We'd like to vote on this at the July 9th local meeting
- <https://mape.org/financial-forms> (scroll down to Local Stipend Form)

5. Steward Update (Region 3)

- Our stewards are:
 - Anne Claflin, Reginal Steward Director (MPCA)
 - Hunter Vraa, Deputy Steward (MPCA) is moving to another bargaining unit in June
 - Jen Crea (MNIT)
 - Barb Peichel (BWSR)
 - Melissa Wenzel (MPCA)
- <https://mape.org/locals/301> (Officers & Stewards tab)
- Reach out to stewards with your questions.
- Let us help you make sure you are getting the right information about leave, reallocations, shifting to new positions, ADA accommodations, respectful workplace issues, FLSA exempt/non-exempt status, comp time and anything else that comes up!
- Especially reach out if we can help you with disciplinary actions.
- Join the stewards!
 - Basic Steward Training: August 23rd

6. MAPE Board of Directors Update (Statewide)

- Board of Directors met on May 17th
 - BOD voted by consensus to allocate \$100,000 for a Colleague Support Network
 - BOD voted to hire two Operations Specialists after Suzanne was promoted to Operations Director
 - BOD discussed signing a resolution to sign a petition supporting a ceasefire, which was tabled until July. Contact Mark if you have thoughts on this.

- Spring Special Elections reminder:
 - 2024 Delegates: Charity Fretty, Emma Tschann, Hunter Vraa, Kaity Taylor, Kristin Mroz-Risse, Wesley Knox, William Treumann
 - Voting June 3 through June 13
- Next Board of Directors meeting: July 18-19th (no meeting in June)
- Feedback is welcome, contact me at mark.snyder@state.mn.us or msnyder@mape.org!
 - If you use the msnyder@mape.org email, please send heads up via Teams prior!
- Every board meeting has time set aside for member comments (usually at 11:30 AM). If you have interest in addressing the board, Mark can help you with getting invited and other details.
 - MAPE Central is located in Shoreview

7. MPCA Meet & Confer Update

- Members
 - Kaity Taylor, Chair (St. Paul)
 - Mel Markert, Secretary (Brainerd)
 - Kristin Mroz-Risse (St. Paul)
 - Brett Nagle (St. Paul)
 - Shanna Schmitt (St. Paul)
- Please reach out to Kaity Taylor if you are interested in being a member (we have space for 12 members)!
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- Next Meet and Confer with Exec Team - June 18, 2024
 - Present student loan survey results and information from listening sessions on student loan reimbursement program and policy
 - Discuss on-going items
- MAPE vacancy on Safety Committee! Please reach out if interested in joining. Term is 2 years. Time on committee is paid work time
- Student loan listening sessions. Thanks to all who joined and shared their student loan story!
 - 5 sessions over two weeks
 - Over 130 people joined the calls!
 - Draft FAQ and Draft policy available to share - just ask!
 - Meet and Confer will bring questions that we do not have answers for to HR
- Supplemental Bargaining
 - Opportunity for MPCA Meet and Confer to bring forward items to bargaining that are specific to the MPCA and/or a way to “test out” a bargaining idea at a smaller scale than MAPE-wide
 - Current MPCA supplemental contract language is in Appendix G Section 0. (p. 225)
 - Language on electronic communications for posting vacancies
 - Language on pay differential for Agency Response Commanders in the event of major spills

- Meet and Confer will start hosting opportunities to discuss and learn about supplemental bargaining in the late summer/fall.
- As always, if you have anything you want to let us know, we want to hear from you. You can email us at mpca.mc.mape@gmail.com or at any of our state emails individually.

8. BWSR Meet & Confer Update

- Members
 - Melissa King, Chair (St. Paul)
 - Jason Weirnerman, Vice Chair (Waite Park)
 - Annie Felix-Gerth (St. Cloud)
 - Matt Fischer (Bemidji)
 - Steve Hofstad (Detroit Lakes)
 - Erin Loeffler (Duluth)
 - Gwen Steel (St. Paul)
 - Suzanne Rhees (St. Paul)
- <https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>
- Have an issue you care about? Consider joining M&C! Contact Melissa King
- BWSR had a good discussion in May regarding Individual Development Plans (IDPs) and how to make them more meaningful/useful. Please contact Suzanne Rhees for more information.

9. MPCA Labor Management Committee

- MAPE Members on Committee
 - Brandon Montgomery (St. Paul)
 - Kurt Carlson (Duluth)
 - Cindy Osborn (Duluth)
 - Kaity Taylor (St. Paul)
- <https://lorax.pca.state.mn.us/labor-management-committee>
- Meets quarterly & works directly with AFSCME, the MGEC, and also MMA
- HR presented about the student loan reimbursement program.
 - Shout-out to MAPE for the FAQs and will be incorporating those into their roll out
 - AFSCME, MAPE, MGEC, MMA and Commissioner/Managerial each have their own minimum months of service to qualify.
 - Folks that are currently enrolled in courses or are getting tuition reimbursement are not eligible.
 - The decision of whether or not the student loan payments are eligible cannot be subject to a grievance.
 - The program will likely roll out by October 31
 - Supervisors are not approving the requests (no role for them)

- Depending on requests, there are ways to prioritize reimbursements (e.g., hard to fill job, etc.)
- Still searching for folks to rent part of the building.
 - The Clemency Board will be renting a few cubes on the Second Floor.
 - The potential renter of the third floor fell through, as they needed more security and more restricted access than we could give them.
- We need a MAPE member to fill our vacancy on the Safety Committee! Please reach out if interested in joining. Term is 2 years. Time on committee is paid work time!

10. Spotlight on MAPE Series

- MAPE Represents 87 agencies/departments, including 9 non-state groups
 - Accountancy Board
 - Administration Dept
 - Administrative Hearings
 - Agriculture Dept
 - Amateur Sports Comm
 - Animal Health Board
 - Architecture, Engineering Bd
 - Arts Board
 - Asian-Pacific Council
 - Bd of Cosmetologist Examiners
 - Black Minnesotans Council
 - Board Behavioral Hlth&Therapy
 - Campaign Fin & Public Discl Bd
 - Cannabis Management Office
 - Capitol Area Architect
 - Chicano/Latino Affairs Council
 - Chiropractors Board
 - Commerce Dept
 - Corrections Dept
 - Dentistry Board
 - Disability Council
 - Education Department
 - Emergency Medical Services Bd
 - Employ & Econ Development Dept
 - Explore Minnesota Tourism
 - Faribault Academies
 - Gambling Control Board
 - Health Department
 - Housing Finance Agency
 - Human Rights Dept

- Human Services Dept
- Indian Affairs Council
- Investment Board
- Iron Range Resources & Rehab
- Labor & Industry Depart
- Lottery
- MAPE Staff
- Medical Practice Board
- Military Affairs Dept
- Minn State Retirement System
- Minnesota Management & Budget
- MN Center for Arts Education
- MN Racing Commission
- MN St Colleges & Universities
- MN Zoological Garden
- MNIT Services
- MNSure
- Natural Resources Dept
- Non-State (Billable) Chisholm
- Non-State (Billable) Faribault HS
- Non-State (Billable) Forest Lake
- Non-State (Billable) Granite Falls
- Non-State (Billable) Hibbing
- Non-State (Billable) Houston County
- Non-State (Billable) Nashwauk
- Non-State (Billable) Osakis
- Non-State (Billable) Virginia Supv
- Nursing BoardNursing Home Admin Board
- Occu Therapy Practice Board
- Office of Higher Education
- Ombud Mental Health & Dev Dis
- Ombudsman for Corrections
- Peace Officers Board (POST)
- Pharmacy Board
- Physical Therapy Board
- Pollution Control Agency
- Private Detective Board
- Prof Educator Licensing Std Bd
- Psychology Board
- Public Employees Retire Assoc
- Public Facilities Authority
- Public Safety Dept

- Public Utilities Comm
- Revenue Dept
- Secretary of State
- Sentencing Guidelines Comm
- Social Work Board
- State Auditor
- Tax Court
- State Auditor
- Tax Court
- Teachers Retirement Assoc
- Transportation Dept
- Veterans Affairs Dept
- Veterans Home Board
- Veterinary Medicine Board
- Water & Soil Resources Board
- Workers Comp Court of Appeals
- MAPE Local Tool: <https://mape.org/find-your-local>
 - Find your local
 - View agencies represented in your local
 - View local officers & stewards
 - View local meeting minutes
 - The Locals in a Region are represented by a Regional Director & Regional Negotiator.
 - Local 301 is the only Local in Region 3.
- Local Structure
 - Officers, 2 year terms
 - President (also on the Local Presidents Committee (LPC))
 - Vice President
 - Secretary
 - Membership Secretary
 - Treasurer
 - Stewards
 - Regional Steward Director (also on the Employee Rights Committee (ERC))
 - Deputy Steward
 - Stewards work within their Local
 - Region 3 stewards work with other MPCA Locals
 - Committees
 - Contract Action Team (CAT)
 - Emma Tschann leads the Local 301 CAT and would like to create fun events for members to interact
 - Membership Committee
 - Food Committee
 - Special Committees as needed

11. Attendance Prize Drawing

- Winners for the gift certificates this month:
 - Binod Rai
 - Erin Hertod
 - Nick Nyasio
 - Sarah Shapiro

Meeting adjourned: 1:00 pm

Next meeting: Tuesday, July 9, 2024 at 12:05 pm