**Local 301 Membership Meeting**

**Tuesday July 14, 12 – 1 pm**, **Skype**

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

**Attendees: 100**

**Welcome/Announcements, Shanna Schmitt, Regional Director**

* Shanna welcomed everyone and asked if anyone had any announcements, there were none.
* Local 301 will try to start using Microsoft Teams in the future for our monthly meetings since it has better live captioning features.

**COVID-19 Leave Policy, Dave Kamper, MAPE Business Agent**

* Significant changes are coming to the COVID-19 leave policies. There is a webinar this afternoon at 4:30 pm for MAPE stewards to discuss the changes.
* The changes are complicated, and it is unlikely that we will be able to discuss all the nuances. Feel free to contact Dave (dkamper@mape.org) with questions, and talk to Kristin Kirchoff-Franklin, and other stewards.
* COVID-19 leave is decoupled from the Governor's State of Emergency as of July 22nd. New COVID-19 leave policy is in affect for rest of calendar year.
* Pay and leave time has changed. There are two different policies.
	+ First policy: COVID-19 leave, single 80 hour bank that will start fresh on July 22nd. The bank can be used for caring for others, yourself, and daycare/school closures. You do not need to have FMLA to get it. If you are using the leave to care for others/daycare/school closure, you will receive 2/3 pay up to $200 a day. You are allowed to use vacation and/or comp time to get up to full pay. If you are taking COVID-19 leave for own health, you will get a max of $511 a day (which is more than anyone in MAPE makes). Once you have used 80 hours, you are out of COVID-19 leave for the rest of year. Concerning that we only get 80 hours.
	+ Second policy: added COVID-19 leave for school/daycare, Extended-FMLA (E-FMLA). Extending FMLA leave to cover school/daycare closure. This will cover an additional 10 weeks of leave. This leave can be used for school/day care if you are the only suitable person to care. You will receive 2/3 pay, up to $200 day, which will be taken against FMLA balance. If you run out of FMLA, you no longer have access to E-FMLA. This will impact folks that already use FMLA for other reasons.
* Since the new leave policy will start July 22nd, you will run out of leave by the end of October if you are using both leave full-time.
* You can use sick leave if you are caring for a dependent that has COVID-19.
* Make sure to check your paystubs diligently.
* There is currently no facility closure leave. For example, when the MN Zoo was closed completely, employees didn’t have job they could do remotely, and they were covered under current leave policy. There is no mention of this in the current policy. This won’t affect our local, but will impact others that work at state parks, zoos, etc.
* Union was not given a say in the new policy.
* If you will hit 400 hours of leave by the end of the year, we’ll do what we can to help you.
* Contact us w/ questions. Lyz Martin (lmartin@mape.org) is the primary MNIT contact, but you can also contact Dave Kamper.

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

* Brett had technically difficulties at the beginning of the meeting, so he welcomed everyone again.
* Local 301 has been donating $900 to the Sheridan Story and will continue to do so until in-person meetings resume.
* The current MAPE Treasurer's Manual states that a local cannot donate more than $1,000 a year to a particular charity. We are working with the MAPE State Treasurer to figure this out. Claudia Hochstein suggested that we could donate to MN Central Kitchen if we have to change and we could vote on that.
* Check your paychecks this Friday for your cost of living increase.
* Brett encouraged folks to become members, especially for contract negotiations.

**Contract Negotiations Update, Region 3 Contracts Negotiation Representative**

* The first contract meeting is next Thursday, July 23rd. It will be a 4-hour meeting to discuss strategy. The second meeting is August 5th.
* Kristin is looking for two or three volunteers for the Contract Action Team. The team will help with proposals, and help with connecting and engaging members. Contact Kristin if you’re interested at region3contract@gmail.com. Send any questions, concerns to email.
* Kristin will give an update next month after the contract meetings.

**Chief Steward Report, Kristin Kirchoff-Franklin, Chief Steward**

* New COVID-19 leave policy will start on July 22nd. Please contact us w/ questions.
* See the [MAPE Steward website](https://mape.org/locals/find-your-steward) to find a steward.

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

* There was a board meeting on June 19th. There are four new directors.
* The board discussed tactical goals for next year. Shanna will give an overview next month.
* The board discussed the George Floyd statement that MAPE sent out, they will be putting together a more formal process for these types of statements.
* MAPE is getting sued by the right to work foundation to recoup fair share fees before JANUS decision. MAPE is working with AFSCME on this and hired attorney to represent us in lawsuit.
* There is a board meeting coming up Friday, any member can come at 11:30 to discuss any issues. The board will be discussing tactical goals and equity work.
* Feel free to contact Shanna w/ questions, input, etc. shanna.schmitt@state.mn.us.

**Membership Update, Membership Secretary, Chuck Krueger**

* The Membership Committee is looking for people to join, especially someone from the Municipal and Industrial Divisions. If you are in one of those divisions let Chuck know if you’re interested, or if you're not in one of those divisions and are interested in joining let Chuck know, chuck.krueger@state.mn.us.
* Wesley Knox is a new MPCA employee and introduced himself: Wesley was a student worker for a year working in the groundwater program, now is a project manager in the Petroleum Remediation program.

**MPCA Meet and Confer Committee, Hannah Field, Meet and Confer Chair**

* There was a Meet and Confer Committee meeting last week.
* Joel Peck, Claudia Hochstein, Melissa Wenzel, Anne Morris, Shanna Schmitt, Mel Markert, and Brett Nagle are on the committee, Kristin Kirchoff-Franklin is an alternate.
* Email Mape\_pca@mape.org with any ideas for meet and confer topics, questions, or concerns.
* The committee meets with MPCA leadership, including the commissioner.
* There is another meeting next week. We will be organizing ourselves to connect with members in small group settings. Look out for emails with details. Feel free to contact Hannah with ideas, etc.
* Brett Nagle mentioned that during the first meeting the committee discussed the budget reductions the agency will be facing. Leadership seemed happy to be there and wanted our help.

**Update on Delegate Assembly, Shanna Schmitt**

* Delegate Assembly has been moved to an online meeting. The meeting will be a half day Saturday, Sept. 19th.
* More information will be coming soon.

**Open Discussion**

* There is a process to request approval to visit St. Paul office. Staff should bring their own hand sanitizer. Question: Is there hand sanitizer available? No, they are just asking us to wash hands. Wipes are available in common areas.
* Brett mentioned that the currently policy states that masks are not required. The office is still operating in a limited capacity. We have not heard anything about a push to get folks back in the office. We encourage everyone to check out the COVID Preparedness Plan and let us know if you have any questions or ideas.
* Kristin Kirchoff-Franklin encouraged folks to let us know if you have any suggestions or questions and mentioned that about 40 employees were going back to the office at this time.
* Amanda Smith asked if there have there been further conversations since the MAPE George Floyd statement came out regarding anti-racism, etc. Amanda also mentioned that AFSCME is showing up at protests with banners. Is there any conversation in MAPE about showing up in a more visible way? Shanna Schmitt said that there are ongoing conversations about equity with the board and we do not want to lose momentum. People want to see measurable progress and be more involved. A couple leaders are heavily involved, and a group is working on it. There hasn’t been an official request to have people go to protests together. Folks can also attend local city council meetings, etc. if you’re interested.
* Brett Nagle mentioned that folks could reach out to the new MAPE Statewide President, Megan Dayton with ideas for things we can be doing as a union.
* Dave Kamper said that if you want MAPE to go farther on these issues, you should make that known and heard. If you want MAPE to be doing more, let your leaders know.
* Shanna – mentioned that MAPE is working through some issues, and it is hard to understand what the issues are. Shanna encouraged folks to reach out to her and Megan Dayton if you want to get involved or have ideas.

**Meeting adjourned by Brett Nagle at 12:51 pm**

**Next meeting Tuesday, August 11th, 12 pm-1 pm**

**Local 301 Contacts**

MAPE Business Agent Dave Kamper

President Brett Nagle

Vice-President Marky Snyder

Secretary Rachel Olmanson

Treasurer Anne Morris

Membership Secretary Chuck Krueger

Region 3 Director Shanna Schmitt

Chief Steward Kristen Kirchoff-Franklin

Steward Jennifer Crea

Steward Lucy Dahl

Steward Bill Dunn

Steward Jeannie Given

Steward Jennifer Jevnisek

Steward Mel Markert

Steward Barb Peichel

Steward Melissa Wenzel

Steward Denise Wilson

Steward David Wischnack