

## MAPE Local 301 Membership Meeting

**Date/Time:** Tuesday, July 9, 2024, 12:05 pm,

**Location:** Microsoft Teams

**Called to order:** 12:05 pm

**Meeting Leader:** Local 301 Vice President Shanna Schmitt

**Attendees:** 95

### 1. Introductions and welcome everyone to the meeting

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

### 2. Announcements

- a. **Secretary duties**
  - 2 year term (current term ends in December, perfect for a trial run)
  - Maintains a record of the Local's proceedings (we have a template!)
  - Attends monthly Local 301 Executive Committee meetings (30 mins over lunchtime)
  - Let Shanna Schmitt know if you're willing to be our Secretary!
- b. **Cost of living increase**
  - Our cost of living increase is effective July 1, 2024
  - COLA = 4.5%
  - Info on the last Negotiations Team: <https://mape.org/committees/negotiations-committee-team>
- c. **Need Region 3 Negotiations Representative**
  - Our elected representative changed jobs and is in another bargaining unit
  - 2 year commitment, but most of the work is during a 1.5 year timeframe
  - Lost time eligible
  - Undying gratitude from your Region
  - Approximately 2 days/month, then in March/April, up to 4 days/month
  - Very gratifying and rewarding
  - You'll learn the contract, organizing skills, proposal writing/review, how to conduct listening sessions, and more!

- Information on the last Negotiations Team: <https://mape.org/committees/negotiations-committee-team>
- Let Shanna Schmitt know if you're interested!
- d. Need MAPE Representative on the MPCA Safety Committee**
  - Meet 4 times/year
  - Field and bring MAPE safety concerns to the committee for discussion
  - Minimal time commitment
  - All tasks assigned and committee meetings are work time
  - Discuss and make decisions on safety issues
  - Discuss and review safety incidents for improvement and prevention
  - Roundtable to end each meeting
  - Safety topics include things related to field workers, as well as us desk-sitters!  
Opportunity for voices from either background!
  - Let Shanna Schmitt know if you're interested!
- e. Don't fall for scams**
  - A reminder that your state and local leaders will never contact you and ask for money!
  - Several new scams going around and some union-busting emails. Be vigilant!
  - To be more specific on the scams, if a "MAPE leader" emails you asking if you can buy some gift cards or something like that, that is a scam.
- f. 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>
- g. Monthly Local 301 Donation**
  - Feeding Frogtown
  - Weekly food distribution (after loss of two local area food shelves).
  - <https://www.frogtownmn.org/feedingfrogtown>
- h. Local 301 Monthly Lunch**
  - Pizza Luce on Tuesday, July 16, 2024 in the lower level conference rooms at Noon!
- i. Spring Picnic!**
  - \*Rescheduled\* Tuesday, July 23, 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
- j. 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](mailto:monacoba@gmail.com)

### 3. Membership Committee Update

- Brief introductions from new members
  - We'll do introductions next month after we give new members a heads up!
- 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!
- We're looking for committee members, especially from the Operations Division (OPS) and the Industrial Division (IND).
- As of June 25, 2024
  - 365 members (about 72%)
  - 141 non-members
  - 31 associate members (retirees)
- Our Membership Committee members are:
  - Chuck Krueger, Chair - REM
  - Eric Alms - Watershed
  - Kurt Carlson - IND
  - Leya Charles - EAO
  - Anne Claflin - EAO
  - Jen Crea - MNIT
  - Jason Ewert - MNIT
  - Peter Jordet - BWSR
  - Cole Landgraf -MUN
  - Matt Lindon - EAO
  - Josh Norman - MUN
  - Barb Peichel - BWSR
  - Carl Stenoien - EAO
  - Jennifer Strahan - MNIT
  - Kaity Taylor - Watershed
  - Mark Umholtz - REM
  - Eric Wilcox Freeburg - EAO
  - Melissa Wenzel - RMAD
- Please contact Chuck Krueger if you'd like to join the Membership Committee!

### 4. Budget Update

- How do we get a budget?
  - Formula
    - # members x \$1.25 x 26 pay periods = local funds per year
  - Crisis funds
    - MAPE has about \$12,000,000 in the crisis fund to help pay for certain things during a strike
  - Carryover
    - We want to use our funds in a good way and spend our money – more to come on this in future meetings
    - We continually have between \$13,000 - \$16,000 leftover each year
    - Doing good on budget, predicted to spend another \$9,050 total on upcoming lunches, membership prizes, and charity donations for the rest of the year
    - Potential about \$13,000 left in the budget again (\$10,000 if we pass the stipend vote!)
- Our budget status
  - Carryover

- Projected to be about \$13,000 and if the local stipend passes (and every officer opts in), then about \$10,000
  - Dividends
- Ideas for modification - vote next on local officer stipend

## 5. Stipends for Local Officers

- 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.
- **Motion** by Melissa Wenzel to approve the use of the stipends for local officers, per MAPE policy
  - **Motion seconded** by Charity Fretty
  - **Motion passed**
- <https://mape.org/financial-forms> (scroll down to Local Stipend Form)

## 6. Steward Update

- Our stewards are:
  - Anne Claflin, Reginal Steward Director (MPCA)
  - Jen Crea (MNIT)
  - Barb Peichel (BWSR)
  - Melissa Wenzel (MPCA)
  - Other agency stewards in other locals
- <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!
  - Steward training Aug 23rd, Oct 25th, and Dec 13<sup>th</sup>
    - Emma Tschann and Kaity Taylor are attending basic stewards training in August
  - <https://mape.org/resources/training/classes>

## 7. Board of Directors Update

- Board of Directors did not meet in June
  - In July, BOD is supposed to resume considering a resolution to sign a petition supporting a ceasefire. Contact Mark Snyder if you have thoughts on this.
- Spring Special Elections results:
  - 2024 Delegates: Brett Nagle, Kaity Taylor, Kristin Mroz-Risse, Wesley Knox
  - 2024 Alternate Delegates: Charity Fretty, Emma Tschann, William Treumann
    - Room for 1 more alternate delegate. Contact Shanna Schmitt or Brett Nagle if you're interested in being appointed.
  - Delegates and Alternate Delegates are eligible for lost time for the Friday of Delegate Assembly
  - Will inquire about additional resolution training and recommend training be held closer to the resolution deadline in the future
- Mark Snyder sits on the Finance Committee – they have a meeting tomorrow about the 2025 MAPE budget
- Next Board of Directors meeting: July 18-19th (no meeting in June)
  - Held in person at MAPE Central and on Zoom
- 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
- Feedback is welcome, contact me at [mark.snyder@state.mn.us](mailto:mark.snyder@state.mn.us) or [msnyder@mape.org](mailto:msnyder@mape.org)!
  - If you use the [msnyder@mape.org](mailto:msnyder@mape.org) email, please send heads up via Teams prior!

## 8. MAPE Delegate Assembly key dates

- Resolutions due July 17th
- Budget Forums: August 28th and September 10th
- Resolution Forum: September 24th
- Budget Review: October 10th
- Delegate Assembly: October 25-26 (lost time available for 25th)

## 9. 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>
- Last Meet and Confer with Exec Team - June 18th, 2024
  - Presented student loan survey results and information from listening sessions on student loan reimbursement program and policy. Requested that PCA start communicating to staff about the program soon.
  - Discussion on ways to improve communication and what is working well for communication
    - Would like talking points for major newsworthy things (Smith Foundry, PFAS, etc.)
    - Seeing more information on PCA2Day!
    - Meet and Confer to meet with HR staff who lead the “Let’s Connect!” series. If you have ideas on useful topics for these sessions, let us know
- 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](mailto:mpca.mc.mape@gmail.com) or at any of our state emails individually.

## 10. BWSR Meet & Confer Update

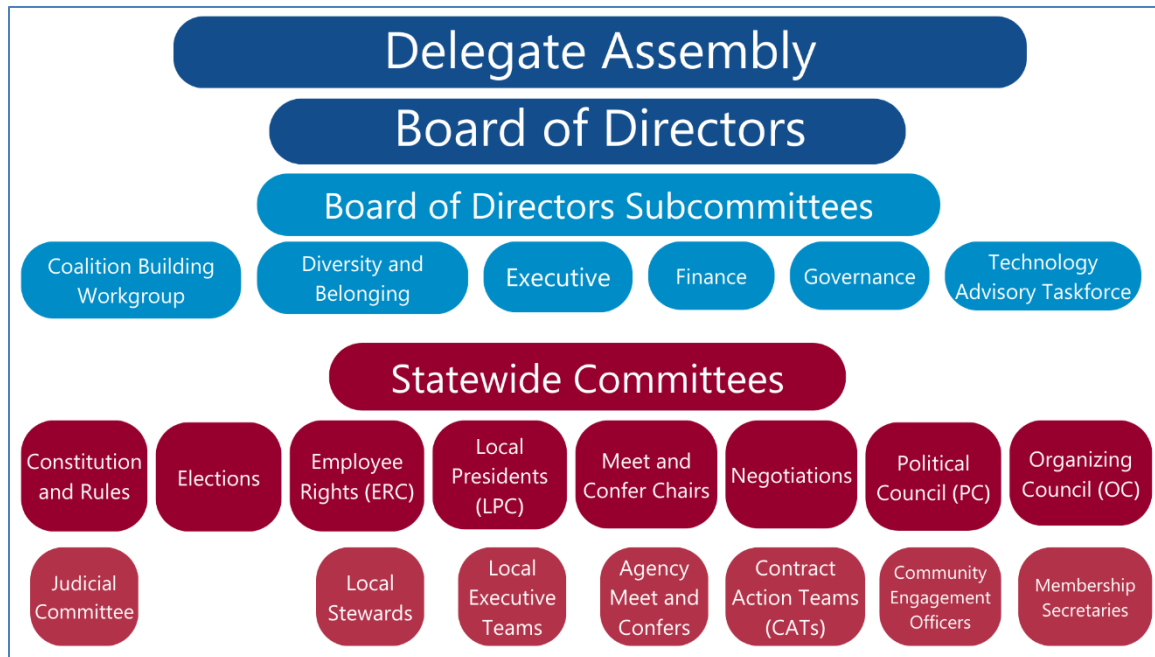
- Members
  - Melissa King, Chair (St. Paul)
  - Jason Weirnerman, Vice Chair (Waite Park)
  - Annie Felix-Gerth (St. Cloud)
  - Matt Fischer (Bemidji)
  - Steve Hofstad (Detroit Lakes)
  - Erin Loeffler (Duluth)
  - Suzanne Rhees (St. Paul)
- <https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>
- Have an issue you care about? Consider joining M&C! Contact Melissa King

## 11. MPCA Labor Management Committee

- MAPE Members on Committee

- Kurt Carlson (Duluth)
- Cindy Osborn (Duluth)
- Kaity Taylor (St. Paul)
- <https://lorax.pca.state.mn.us/labor-management-committee>
- No new updates since last local meeting
- Next LMC is August 7, 2024 from 9:30-10:45 am

## 12. Spotlight on MAPE Series



- **Want to get involved???**
- Regional Negotiator
  - Brett Nagle ([Brett.Nagle@state.mn.us](mailto:Brett.Nagle@state.mn.us))
- Meet and Confer
  - PCA: Kaity (Kaity.Taylor@state.mn.us)
  - BWSR: Melissa King ([Melissa.King@state.mn.us](mailto:Melissa.King@state.mn.us))
- LMC
  - Cindy Osborn ([Cynthia.Osborn@state.mn.us](mailto:Cynthia.Osborn@state.mn.us))
- CAT
  - Emma Tschann ([Emma.Tschann@state.mn.us](mailto:Emma.Tschann@state.mn.us))
- Steward
  - Anne Claflin ([Anne.Claflin@state.us.mn](mailto:Anne.Claflin@state.us.mn))
  - Next Steward Training - Friday, August 23, 2024 - 8:30am-5pm @ MAPE Central
- Local 301 Secretary
  - Brett Nagle ([Brett.Nagle@state.mn.us](mailto:Brett.Nagle@state.mn.us))
  - Shanna Schmitt ([shanna.schmitt@state.mn.us](mailto:shanna.schmitt@state.mn.us))

- Safety Committee rep for MAPE
  - Brett Nagle ([Brett.Nagle@state.mn.us](mailto:Brett.Nagle@state.mn.us))
  - Shanna Schmitt ([shanna.schmitt@state.mn.us](mailto:shanna.schmitt@state.mn.us))

### **13. Attendance Prize Drawing**

- Winners for the gift certificates this month:
  - Michelle Belmont
  - Naveen Borojerdi
  - Matthew Roltz
  - Melissa Wenzel

**Meeting Adjourned:** 12:56 pm

**Meeting Secretary:** Shanna Schmitt

**Next Meeting Date/Time:** Tuesday, August 13, 2024 at 12:05 pm