Local 301 Membership Meeting

November 12, 2019, 12 pm – 1 pm, MPCA Board Room

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

Attendees: 129

**Welcome/Announcement - Brett Nagle, Local President**

* Our contract has gone into interim effect.
* Deepa de Awalis: Deepa has accepted a supervisor position in the Air Policy Unit. Brett and Melissa Wenzel acknowledged Deepa for her dedicated work as a MAPE member and the membership secretary over the past 21 years. Deepa was the very first MAPE membership secretary and when she started membership was at 56%, when she ended her role as membership secretary last year membership was at 83%. Deepa created the membership secretary role and now this position is a statewide official position. Deepa thanked members for their supported and encouraged folks to become involved in MAPE.
* Bill Dunn: Brett recognized and thanked Bill for all of his work fighting for our contract negotiations representative.

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

* Our contract is in interim effect. It still has to get approved by the legislature.
* Wages increased across the board and including step increases folks will receive a 10% raise during the contract period. Cost of living increases will be 2.25% and 2.5% of the contract duration. We will receive back pay on our Nov. 22nd paycheck.
* We held the line with health care benefits and improved and expanded our dental coverage.
* We still have work to do to determine how eye glass coverage will work. Segip will be involved. The Joint Labor Management Committee will be meeting to discuss this topic and it will go into effect Jan. 2021. Let us know if you would like to be involved on the committee.
* The Department of Revue is leading the charge on determining how the Student Load Repayment Reimbursement will work and we want 301 members to help lead this effort.
* Let us know if you have ideas for phased retirement, recruitment incentives, and equity adjustment.
* Letters of Expectation are used by supervisors and have work conditions in them for employees. The letters used to stay in employees files, now we have the opportunity to have them removed after six months. Let a steward know if you need help with this. Extended written reprimands will remain in files for 18 months, instead of 12 months.
* We are looking for members to join the Meet and Confer committee to help work on some of the issues related to our contract.

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

* Shanna discussed [MAPE’s Strategic Plan](https://mape.org/resources/mape-documents/mape-strategic-plan) (see slides at end of minutes). Let us know if you have ideas/feedback.
* Barb Peichel talked about how there is an opportunity to improve and get more folks involved in our contract action events, door knocking, and other events.

**Volunteer Update – Mark Snyder**

* Local 301 is partnering with other locals to donate this year for the holidays. Last year we donated to Sheridan Story and the year before to Avenue for the Homeless Youth. This year we will be donating to the [Listening House of St. Paul](https://listeninghouse.org/). This group works with the homeless to provide clothing, hygiene products, etc.
* We will be collecting cash/check donations until our next monthly meeting, Dec. 10th. Make checks payable to the Listening House – St. Paul. Stop by Mark’s desk (2nd floor), or bring donations to the Dec. 10th meeting.

**Introduction – Alex Erickson, Interim-MAPE Business Agent**

* Alex has been with MAPE for the last 1.5 years and will be filling in for Dave Kamper as our Business Agent for the next three months. Alex discussed how MAPE is a member driven union and welcomed members to call/email him anytime with questions. He discussed some of the priorities coming up: Equity Adjustment language, improving retention/recruitment of employees, Student Loan Reimbursement (up to $5,000/person/year).

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

* Bill discussed the first ever Steward Summit that took place last month. Respectful Workplace, Family Medical Leave Act (FMLA) and the Americans with Disabilities Act (ADA) were discussed.

**Closing, Brett Nagle, Local President**

* We will receive a pay notice from HR (Docusign) when our wage increase goes into effect. The new MAPE Communications Director will be at our meeting next month.

**Adjourn at 1:00 pm.**

Birthday Drawing – Mike Bourdaghs

Next meeting – December 10, 2019.