**MAPE Meeting Minutes – Local 1001**
**Region 10**

**Dates, times, and locations:**
MDE: April 17, 2018, CC-13, 11:30-12:30
DOT: April 19, 2018, Conference Room C, 11:30-12:30
Lottery: April 24, 2018, Auditorium, 11:30-12:30

Judi Holloway called the meeting to order.

**Roll call of officers:**
Judi Holloway, president – (present at MDE and DOT and Lottery)
Vacant, vice president – ()
John Gimpl, secretary – (present at MDE)
Heather Hirsch, membership chair – (present at MDE and DOT and Lottery)
Dana Garry, treasurer – (present at MDE and DOT and Lottery)
Todd Maki, chief steward – (present at DOT and Lottery)
Ken Kalamaha, region 10 director – (present at MDE and DOT)

Dan Engelhart, MAPE business agent for local 1001, was present at MDE and DOT.

**Celebration:** Dawn Cameron was honored for her service to our Local and workers throughout Minnesota. She will no longer be our Local president since she earned a new position as a supervisor at MDE, which makes her a member of a different union. She did a lot to build community and engage our members. Thank you, Dawn!

**Membership Report**
The Janus v. AFSCME Council 31 Supreme Court decision ahead of us in the next few months is poised to impact our union structures. We are asking all members to have one conversation with a fee-payer. Heather and Dan demonstrated how to have a conversation with our co-workers about our common goals and strengths as union members.

**Treasurer Report**
Dana requested assistance with the Local 1001 checkbook audit. One person from each meeting site is participating to finish that task this month.

**Chief Steward Report**
Most issues that stewards encounter fall under Article 8, so Todd summarized this part of the contract. He highlighted three member instances of discipline and work being done to support them.

**Board of Directors Report**
Notes from the April 20 meeting of the Board of Directors:

**Solidarity:** As there’s been a rise nationwide in public employees taking action to improve working conditions, the MAPE Board has been doing what it can to offer support from afar.

* $5K for Virginia Teachers
* $1K for Oklahoma Teachers (board policy now is to cap at $1000 for out of state actions)
* $1K for Teamsters Local 792 here in Minnesota.

**Membership:** We are now at over 70% membership statewide – but we need to keep that momentum going. We can’t do anything to affect the outcome of Janus v AFSCME – but we can affect how that case impacts us as a union by encouraging everyone to become – and stay – full members. If people are full members and haven’t signed a commitment card, now is the time!

**Legislative Report:** Members, we need you to call your representative and ask them to take action this session on the pension bill. This bill passed the Senate unanimously. However, the House companion, H.F.3053 (O’Driscoll) has not moved, and we encourage everyone to email legislators and encourage them to hold hearings and pass this bill in the House without any amendments attached to it. So far, over 110 members have emailed legislators through MAPE’s Action web page.

This pension legislation is the largest piece of pension reform in the State’s history. This bill will not only stabilize the retirement plans but help ensure solvency well into the future. The shared sacrifices in this bill will stabilize the retirement fund providing benefit reforms worth $6.1 billion over a 30-year period.

There is also a lot of anti-labor language in the Senate omnibus – contact your senator and tell them to oppose these provisions.

**Restructure Committee:** A nine-person workgroup has been working hard to analyze our governance and membership structure to develop a plan for how our union might work more nimbly and efficiently in a post-Janus landscape. A number of considerations have been on the table – from changing regions to equalize number of members to aligning legislative districts to agency-specific locals, but none of those options works as well for representation as the current model. The Board reviewed a proposal that would shift Delegate Assembly to a biennial meeting with a Negotiations Convention meeting in the alternative years with Meet and Confer teams to better align the process and identify where agency-specific needs might actually benefit the whole of the membership.

The proposal also reduces the frequency of Board meetings and the makeup of the Executive Committee. Projected budget savings are upwards of $300K. We are still very early in the process, and more information will be forthcoming, but if this is an issue you care about, we encourage you to think about being part of Delegate Assembly this year.

**New Business**

**MAPE Local 1001 Local Voting Policy Proposal:** This procedure is for local policy and budget issues. This is not for election of officers, local or statewide. We will vote on this proposal at the May Local meetings.

Proposed Procedure
1) Local President will announce the voting window two weeks prior to the beginning of a local voting period and notify each site of their point person.
a) The voting period will begin with the first Local monthly meeting in the designated month, and remain open through the end of the day of the last Local monthly meeting. This period of time generally lasts one week
b) Membership Chair will prepare a Member Eligibility list of all current members at the beginning of each voting period, organized by site/location
c) Each point person will be provided with blank ballots, envelope to store ballots, and a site/location Member Eligibility List

2) In-Person Local Meetings
a) Each full member would need to sign their site/location Member Eligibility list in order to receive a ballot, indicating they have not yet voted on this issue, and are currently eligible to vote
b) Each full member will receive a ballot and be given an opportunity to vote during the meeting
c) Ballots will be collected and secured until the voting period is closed

3) Outside of Local Meetings
a) A full member who is eligible to vote can do so by going to the designated point person at their site/location during normal work hours
b) Point person will be responsible for ensuring that the member is eligible to vote and has not yet voted on this issue before distributing a ballot
c) The full member will then be given a ballot and opportunity to vote, and be required to sign the Member Eligibility list indicating that they have voted
d) Point person collects the ballot and secures it until the voting period is closed

4) Counting Ballots
a) After the voting period has ended, each point person will count all of the ballots, in the presence of another full MAPE member
b) The final vote counts will be recorded on the envelope and the ballots will be sealed inside the envelope
c) The ballots, envelope and tally will be turned in to the Local Secretary within two business days of the voting period closing
d) Final vote counts will be announced by the Local President as soon as possible, within a week of the voting period closing

Policy Proposed April 2018

**MDE executive director visit:** Lina Jamoul, the new MAPE Executive Director, shared some results from the most recent member survey and her vision for our organization. She also listened to member perspectives and ideas. Her message is that in this time of attacks on unions, we can go on the offense instead of defense. Small groups discussed what having more power would look like for us.

Nominations for Regional Director and delegates to Delegate Assembly open April 25. Submit your name or someone else’s to our election committee chairs, Ann VanDiest and Mike Schultz at MDE and Tari Vannelli at Lottery.

**Lottery:** Jenna Bergman, Human Resources Director at the Lottery, spoke with members about changes planned for annual performance evaluations.

**Old Business**

**Contract:** Look for your 2.0% raise (retroactive to July 1, 2017) from our ratified contract sometime in May. The 2.25% raise will become effective July 1, 2018 and show up on the July 20 check. Health benefit changes will be enacted on January 1, 2019.

**Door Prize:**
DOT: Valerie Galajda won the drawing.
MDE: LaDonna Mustin and Brenda Bly won the drawing.
Lottery: Gary Burmeister won the drawing.

**Thanks to the following:**
Sign-in sheets and tickets at MDE: John Gimpl
Food committee members at MDE: Dwayne Strand, Dana Garry, Nancy Brady, Anne Peglow
Food committee members at DOT: Kent Barnard
Food committee members at Lottery: Todd Maki, Tari Vannelli, Tami Bender, Shannon Thompson

**Adjournment:**
Judi Holloway adjourned the meeting.

**Next meetings:**
MDE: May 15, 2018, CC-13, 11:30-12:30
DOT: May 17, 2018, Conference Room C, 11:30-12:30
Lottery: May 24, 2018, Auditorium, 11:30-12:30

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