**MAPE Meeting Minutes – Local 1001**

**Region 10**

**Dates, times, and locations:**

DOT: August 15, 2019, Conference Room C, 11:30-12:30

MDE: August 20, 2019, CCA-13, 11:30-12:30

Lottery: August 22, 2019, Patio, 11:30-12:30

Maurice Wilson called the meeting to order.

**Roll call of officers:**

Maurice Wilson, president – (present at MDE, DOT, Lottery)

Deb Rose, vice president – (present at MDE)

Michael Diedrich, treasurer – (present at MDE, Lottery)

Mike Schultz, secretary – (present at MDE, DOT, Lottery)

Jeff Plaman, membership secretary – (present at MDE)

Alex Migambi, chief steward – (present at DOT, Lottery)

Ken Kalamaha, region 10 director – ()

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

**Board of Directors Update**

Maurice will be attending Board of Directors meetings in Ken’s place (Regional Director). Mike has sympathy cards we can share with members to sign. Maurice plans on sending updates to members summarizing notes from Board of Directors meetings. Board meeting minutes can be viewed at this link - [https://mape.org/committees/board-directors](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Fcommittees%2Fboard-directors&data=02%7C01%7Cmike.schultz%40state.mn.us%7C5d3f7ed31e994ec0ee3c08d732c76e10%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637033704928788958&sdata=ESDTTe5%2Br3w4WU77Yu4RyQDF%2B82XxJtHS66dfzgpVfg%3D&reserved=0)

**Steward Update**

Steward “Did You Know?” - Letters of expectation: In the new proposed contract, letters of expectation can be removed from personnel file after six months – these letters are not discipline, so they cannot be grieved (and thus the letters themselves are misleading). Letters of expectations have been used as a bullying tactic by placing unreasonable expectations (e.g., any external communication has to go through supervisor) or by issuing a letter soon after a job description has been changed. If you get a letter of expectation, make sure it is clear to you and contact a steward. If you have an existing letter of expectation in your file, please contact a steward right away.

**Membership Update**

Full members can vote on the contract. We plan on having a Local picnic on a Saturday in September for membership appreciation and recruitment. Bring family! Membership rate is approximately 73% - the goal for our Local is 80%. Jeff will set up separate meetings regarding membership activities as part of the Membership Action Team (MAT).

**Business Agent Update**

The Janus ruling had a large financial impact on MAPE – approximately $2 million. MAPE has begun a process of reorganizing through an Organizing Council and Political Council. The goal is to have one organizer for every twenty members. This dovetails nicely with Local 1001’s MAT initiative. The Political Council will focus on legislation and in-district meetings. The Organizing Council is in the process of figuring out its structure according to the 1:20 model. Macarre Traynham is on the Organizing Council.

**Memoranda of Agreement (MOA) Update (MDE Specific)**

The new telework policy/MOA has not been explained to supervisors and directors at this time. It is incumbent on members to be informed and educate their supervisors until processes have been formalized by HR. Dan has requested meeting notes from director/supervisor meetings to learn how the new telework policy is being rolled out – so far, these notes have not been provided.

One MDE Council – MAPE gets three designees on this council focused on equity, diversity and inclusion in hiring, retention, promotion, etc. Alul Yesak sent out an email to full members at MDE about applying for one of the designated MAPE seats. The commissioner gets to pick a co-chair – she has selected Tammy Funk. The other co-chair is selected by the group.

Another MOA is in the works regarding pumping in the workplace for breastfeeding mothers.

**Delegate Assembly Election Results**

Delegate Assembly is Saturday, September 21. Delegates and alternates all attend. Results are as follows:

* Jackie Blagsvedt is elected as a Delegate
* Sally Reynolds is elected as 1st Alternate
* Mathias Dall is elected as 2nd Alternate
* Wai Wong-Lai is elected as 3rd Alternate
* Roberto Reyes is elected as 4th Alternate
* Dana Garry is elected as 5th Alternate

**Backpack Drive**

Local 1001 will be hosting a backpack drive through September 4, 2019. The backpacks will go to the Roseville School District. Backpacks will be hung at MDE and distributed to DOT and Lottery. The list of school supplies is available on the Roseville district website. Maurice will send out an email with more information.

**Group Discussion**

Members discussed having one meeting a month at three sites, connected by technology. A trial run will occur for the September meeting. Members also discussed the pros and cons of forming a new Local (1002) consisting of MDE employees and MN-IT employees who work at MDE.

**Door Prize Winners:**

MDE: Norrita Rech, Ann Mitchell

DOT: Ron Bisek, Ian Saari

Lottery: Sabrina Kolby, Sierra Hawkins

**Next meetings:**

DOT: September 17, 2019, Conference Room C, 11:30-12:30

MDE: September 17, 2019, CCA-13, 11:30-12:30

Lottery: September 17, 2019, Auditorium, 11:30-12:30

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Questions or comments? Please reach out at mapelocal1001@gmail.com.