



## MAPE 101 Union Lines

January 2023

### Local 101 news

*By Alexis Lohse, Region 1 Negotiations Rep*



### Negotiations update

A new year is underway and contract negotiations are just around the corner. Starting April 11, members of MAPE's Negotiations Team will be across from representatives from Minnesota Management and Budget (MMB), advocating for the pay, benefits and protections our state workers deserve. What happens between now and then will determine how successful negotiations will be and each bargaining unit member has a role to play. You included!

With the legislative session underway, hopes are high that MAPE gets a contract reflective of our true value to Minnesota. A new labor-friendly majority in both the Minnesota House and Senate, plus the governor's mansion, sounds promising. Still, more is needed to achieve a fair contract.

Compared to the last year of inflation, our wages have effectively declined. The provisional language around student loan reimbursement, equity and remote work in our previous contract has been unevenly applied, leaving some workers out entirely.

Health care costs continue to rise while MMB continues to shrink our access to clinics outside the metro. Meanwhile, vacancies are going unfilled throughout agencies, and MAPE members are expected to pick up the slack. Considering the historic surplus of cash in state coffers, negotiations are the right time to stop doing more for less.

In January, the MAPE Local 101 Contract Action Team members are strategizing around building membership numbers and support for the emerging platform. Currently, statewide MAPE membership is 66%, and MAPE Local 101 is only slightly better at about 69%. Getting our member numbers up and having conversations about our contract are critical to the power position negotiators need when sitting across from MMB.

Last month, the Minnesota Nurses Association made headlines with an 18% wage increase over three years and improved staffing. They did it by having a strong membership that was ready and willing to go on strike for what they deserved. Considering how aggressively MMB opened negotiations last round, it's wise to take a page from the nurses' playbook.

In the coming weeks, the MAPE Local 101 Contract Action Team will be doing outreach to members and non-members about our union and our contract. This means phone and text banks, small group conversations and one-on-one meetings with our coworkers. Additionally, Region 1 Negotiations Representative Alexis Lohse is still collecting proposals for the upcoming contract. Your participation is critical to our success, and joining the effort is as easy as sending an email to [alohse@mape.org](mailto:alohse@mape.org). Our success is your success, so reach out today.

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## MAPE benefits

*By Connie Stauffer, MAPE Local 101 membership secretary*



There are many benefits to working across disciplines to accomplish change. We come together with different experiences, training and expertise and find that, together, we can develop solutions to issues of safety, health and welfare.

Did you know MAPE benefits include a local Safety Committee? Our contract states, "The function of the Safety Committee will be to review reports of property damage, personal injury accidents and alleged hazardous working conditions, so as to provide support for a strong safety program and to review and recommend safety policies ..."

For example, the Minnesota Department of Natural Resources (DNR) Central Office Safety Committee is a group with specifically defined membership to include representation from all labor unions. Recently, the committee a DNR Central Office safety inspection, looked at aisles too narrow for passing, reviewed workstations that were not ergonomically fit for the person working there and made suggestions to management for changes needed.

Learn more about safety in the [MAPE contract Article 22](#), section 4, which specifies that our employers must have a Safety Committee.

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## Get involved in your union

What's the latest MAPE Local 101 news? Attend the next MAPE Local 101 meeting. These meetings are held monthly on the second Tuesday, from noon to 1 p.m.

Join the MAPE Local 101 Facebook group! Visit [facebook.com/groups/mapelocal101](https://facebook.com/groups/mapelocal101).

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## Contract corner



### Seniority rosters

Twice per year we get an email in our inbox notifying us about updated seniority rosters. It comes with instructions to review for accuracy, but how important is it we look it over? What are the rosters used for, anyways?

#### What are seniority rosters?

Seniority rosters contain a list all employees in order of classification seniority. Classification seniority is defined as an employee's length of service in a specific job classification with the state of Minnesota, beginning with the date an employee begins to serve a probationary appointment.

Other key items the roster includes:

- Classification title and date for all classes in which you previously served.
- State seniority date (how long you've worked for the state in any class).
- Job option (area of specialization which may require special licensure, certification or registration and for which a separate selection process is used in making appointments to a classification).
- Appointment status (unlimited, limited, temporary or seasonal).
- Full time or part time.

#### Why do they matter?

- Seasonal layoff and recall from seasonal layoff are based on seniority. Least senior is the first to be laid off and most senior is the first to be recalled.
- Used for bumping, demotions and transfers.
- Career planning. It's a good time to view who else is in your classification and the classification you aspire to be in. Has someone recently been reclassified? Maybe it's something you should pursue.
- With union consultation or approval, seniority can be used to resolve scheduling issues.

- Note: seniority is not used in job-interest bidding. This is different from other union contracts.

### **So, should I review the roster?**

Yes. It's quick, easy, and ensures the state and MAPE are working with accurate information.

Per our contract, you should expect the rosters no later than November 30 and May 31 each year. They are generally emailed out. You'll then have 30 calendar days from receipt of the email to appeal if you disagree with anything. Appeal instructions should be found in the email. Note: seniority roster errors of fact may be raised at any time.

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## **Meet and confer report-outs**

Many agencies have a Meet and Confer committee. A Meet and Confer committee's purpose is to work with the agency's senior management team to form a cooperative relationship to address workplace issues outside of the contract, without interfering with the collective bargaining process. Duties include:

- Providing a system to present issues to management for workplace improvement via MAPE members' suggestions and workplace issues
- Reaching out to current members to facilitate identifying workplace issues and elevating them to management
- Communicating with membership to promote member engagement

For Meet and Confer committee meeting minutes and a listing of committee officers, visit the [Meet and Confer committees](#) page.

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## Members, mutts and meows



### **Kristi Coughlon, DNR northwest region public information officer**

**About:** I grew up in Eagan and Burnsville back when Cedar Avenue was a one-lane road to Bloomington with a draw bridge at the Minnesota River. I spent the better part of my youth fishing, snowmobiling and exploring the waters and woods at our family cabin on Rice Lake near Paynesville. Not surprising, I pursued a degree in wildlife biology. In my third year at the University of Minnesota, St. Paul, I transferred to Colorado State University in Fort Collins, Colorado and finished my degree. While pursuing my degree, I worked various temporary jobs, internships and volunteer positions chasing sharp-tailed grouse, mule deer and bighorn sheep and trapping antelope, ducks and elk. I learned to hunt elk, deer, ducks, pheasants and turkeys. I hunted big game exclusively with a muzzleloader.

After I graduated, I was hired by Colorado Parks and Wildlife as a district wildlife manager and was responsible for all things fish and wildlife management in about 400-square miles. The position also included enforcement responsibilities. My work on mountain lion interactions with people and how to communicate difficult messages about safety, lion ecology and lion behavior ignited my fascination with how to best reach people who hold a variety of values, attitudes and beliefs with the appropriate messages. I ended up back at Colorado State pursuing a master's degree in human dimensions in natural resources. I also picked up a degree in journalism. Flash forward to 2011, I returned to Minnesota and was hired by the DNR as an information officer in the northwest region (Bemidji). I love

to hunt and fish, train dogs and horses and instruct and mentor others in all things outdoors (paying it forward in honor of my great mentors).

**Fun fact:** One of my student intern jobs was dissecting bobcat scat for a graduate student studying food habits of bobcat. I picked out teeth, bones and hair for small mammal identification purposes.

**My favorite part of being in MAPE:** Currently, I am on the DNR MAPE Meet and Confer team. I am proud of the important work we do to represent members and bring forward important member issues to DNR management and get resolution.

**Mutts:** I have two hunting dogs that I am proud to say I trained myself – Cokie, a 1 ½ year-old yellow lab, and Beckett, a 7 ½ year-old wirehaired pointing griffon. They are great hunting partners! Cokie has proven to be an exceptional hunting dog at such a young age and continues to amaze me with her drive and abilities. She is such a happy and energetic dog. Beckett, the Griffon, is an awesome pointer and an incredible partner. I call her “CSI.” She is extremely thorough in the field, refusing to give up until she tracks and points the bird. She is also an incredibly loving companion.

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## Local 101 newcomers



A big welcome to our new MAPE Local 101 folks. If you work with them, ask if they have [joined the union](#) and help them get involved.

- Lorie Klein, DNR
- Wendy Rannenberg, DLI
- Araya Goings, DLI
- Francis Koroma, DNR
- Jill Warner, Chiropractors Board
- Sarah Wennerberg, DNR
- Amanda Weise, DNR
- Dustan Hoffman, DNR
- Joshua Goings, MNIT
- Michelle Fournier, DLI
- Emmanuel Martinez-Cruz, DLI
- Jerrica Walker, DLI
- Camille Morse Nicholson, DNR
- Eric Ogdahl, DNR
- Maryama Abtidon, MNIT
- Tamara Simonich, DNR
- Rachel Kranz, DNR
- Michael Moreen, DLI

- Rasana Rana, DLI
- Chase Collins, DLI
- Morgan Sussman, DNR
- Theodore Bhagyam, MNIT
- Patric Tillery-Lamarche, DNR
- Michael McCauley, DLI

We are glad you are here!

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## About MAPE

MAPE members work in all segments of state of Minnesota service and are significant contributors to the high quality of life that is enjoyed by all Minnesotans. Find more information about the union on [MAPE's website](#).

MAPE's website also has [frequently asked questions for employees new to state government and MAPE](#).

## What do you think?

What would you like to see featured? Do you have news to share? Any feedback welcome. Please email your ideas to [mapelocal0101@gmail.com](mailto:mapelocal0101@gmail.com).