



MAPE General Meeting Agenda and Minutes

Meeting Name: MAPE General Monthly Meeting, Local 1304
 Date: November 18, 2020
 Time: 12:00-1:00 pm
 Location: Zoom
 Attendees: Attendance taken via Chat in Zoom.
 Not present: N/A

Agenda

<u>Topic</u>	<u>Notes</u>
Approve Agenda	N/A
Review Action Items	Charitable donations- see below.
Welcome new members Report from Membership Secretary, Jared Sharpen- provided by Dan Engelhart.	No new members Membership Report: New MAPE members hired at Minneapolis College. 72 MAPE 69.9% 30.1% not members. Some in the local we need to keep engaged with.
Business Agent Report Dan Engelhart	MAPE did great work around the election. Phone banking, text banking, literature drops. Contract bargaining, contract negotiation have begun <ul style="list-style-type: none"> • More rights for unclassified employees will be part of the work on the contract. • Telework more permanent- we have proved that it works via the pandemic. Direction: Take a look through and see if there are other items you want to focus on. We will have someone next month to come and talk to us about. Open enrollment ends today. Vision is part of this years enrollment option.
Search Committee process Before the pandemic, HR was evaluating the search committee process and requesting feedback. We would like to make sure this evaluation is continuing and that MAPE members will have an opportunity to provide feedback. Thanks to everyone who has represented MAPE on a search committee, please come prepared to share your experience. Can you identify any roadblocks or opportunities to increase diversity? This can be an opportunity for us to help make sure the search process is efficient, fair and open to all qualified candidates. Big thanks to Esther Garubanda for taking over the process	This helps us ensure fair and open process to all qualified candidates and that the process is efficient. HR had made a commitment to providing a report on the process and HR has begun an review. There are no MAPE represented on this review process. Esther has taken over recruiting MAPE reps for search committees. Yay, thanks Esther! Jim recently served on a search committee and the process went really well. Questions: We would like to have more information on what the criteria HR uses for the initial review, and data on timelines when review is done and you get the candidates and then when a decision is made how long HR process to offer and hire. The delays seem to be in HR processing. Where are we advertising these positions? Are we getting a diverse enough pool?

<p>of recruiting MAPE reps for search committees.</p>	<p>The hope is that within a year's time this process will be improved.</p>
<p style="text-align: center;">Topic</p>	<p style="text-align: center;">Notes</p>
<p>Working on campus: Based on the recent conversations with Administration, I am assuming that our shared goal remains to have as few people on campus while continuing to meet the needs of our students. Staff in Student Services have found out that they will be required to have on campus shifts during the first two weeks of January. We will make time for an open conversation and take your feedback to Thursdays Meet & Confer with the Administration</p>	<p>What is the criteria for justification for staff coming to campus to work? There has been a communication out to some staff that they will be working intermittent 8 hour shifts.</p> <p>Feedback:</p> <ul style="list-style-type: none"> • Is the plan going to change for on-campus shifts? • Do supervisors understand what the administration has planned? • This will be brought up at Meet and Confer tomorrow. • We need clarity on the expectations for each department? • What are the things we can do from home? • What are the services do we need to offer in person? <p>Jim will send out a recap for us to review to make sure everything we want discuss at Meet and Confer.</p>
<p>Review of last month's Meet & Confer</p>	<p>Tomorrow's agenda was reviewed by membership. Topic: Exchanging Veteran's day for a different day will be on the agenda tomorrow. Membership discussed why does it have to be Veteran's day? Have admin reach out to Yellow Ribbon Committee.</p>
<p>Lunch Budget Donations Update: Thanks to everyone for continuing to support these donations. If you have a local charity you would like to nominate please come make a pitch. So far, we have donated to the following organizations: St. Stephens Du Nord Foundation YWCA NorthPoint Health & Wellness – They called to say the donation was appreciated and to let us know that they also have volunteer opportunities. If there is interest, once the spread of covid is under control, we could pick a time to volunteer as a group. Penny Schumacher, formerly of Minneapolis College Advancement, also wrote to say that she is working with NorthPoint and appreciated hearing from MAPE.</p>	<p>Open Arms- Kate Germ will send donation link.</p> <p>Vote taken in chat. Open Arms was selected by the membership.</p>

Enjoy some culture over the noon hour –For me, the online faculty recital was one of the bright spots of the last spring semester. Being able to join through Zoom and witness the wealth of talent we have on campus was convenient and fun. If you are interested and available, mark your calendar for Thursday November 19th, 12:00 - 1:00 p.m. Zoom

link: <https://minnstate.zoom.us/j/91488761987?pwd=M2RwYU1hRkZ6WHRHSUJWby9hWWdoUT09>. See you there.

November agenda and minutes respectfully submitted by Elizabeth Erredge, on November 18, 2020.