Region 15 Meetings

**Local 1501 web page:** <https://mape.org/locals/1501>

**Local 1502 web page:** <https://mape.org/locals/1502>

**Meeting Date: January 26, 2021**

**Locations:**

Tuesday, January 26, 2021
Virtual Meeting
11:30am – 1pm

**AGENDA**

1. **Officer Reports**
* 1501 President (given by Katherine Kingsland)
	+ Member outreach in February, not much news. Focusing on employees who are currently non-members.
	+ Zac Echola provided background on member outreach scheduled February 2 5-7 p.m. via Zoom or phone. Membership has gone down in the last year, very few locals with steady or increasing membership. Reaching out to new state employees hired in the last 2 years. Ask how things are going with work, gathering information from non-members.
* 1501 Treasurer (given by Debbie Prokopf)
	+ Current balance $687.50, year-to-date $43,387.10.
* 1502 President (Brad Berce)
	+ Anticipated in-person meetings and associated costs, so higher balance available. As of January 12, 2021 there are 216 members (70.95%), 90 non-members (29.41%). Local dues about $1.25/pay period for local income over $7,000. Still trying to get 5 members from meetings to get prizes.
* 1502 Treasurer (Larry Moe)
	+ Current balance $631.53 and year-to-date $18,810.86.
* 1502 Membership Secretary
	+ Membership recruitment effort in February.
1. **Regional Director Report (Bryan Kotta)**
	* BOD Updates – met for full days in January.
	* IAF training class – extending contract and number of people to go through 1-1 training on conversations.
	* Survey results – Dave Kamper working on analysis. Wages and insurance were two of the top things, but very interesting results. High responses rate – over 7,000 responses.
	* Talked about joining rent control coalition.
	* Legislative update – governor introduced budget for legislative process.
	* Just notified about Department of Revenue success with telework, talking about closing physical offices permanently. Please let us know positive/negative repercussions from this decision.
	* MAPE Central building being renovated for IT needs, cameras, etc.
	* Vacant officer positions – 1501 Treasurer, 1502 Vice President
2. **Negotiations Rep Report (Valerie Dorff)**
	* Issues and themes emerging – Noted more similarities from previous survey years. Members have realistic expectations with wage/health care, areas of concern are around personal development and work environments. Many had telework as first/second priority.
* Different perspectives – some with many years of experience see positives for new/young employees, not necessarily themselves. New employees say it’s hard to plan for retirement, trying to get through current issues. Job satisfaction high except DOC. Longer people are with the state the more they care about health insurance costs.
* Expectations for wage increases are down from prior surveys. Pretty split on raise/step approved levels.
	+ Zac mentioned management’s use of the implied choice of wages vs health care costs. Budget shouldn’t be balanced on our backs – from Governor Walz. Again separate issues for unclassified vs classified members.
* Question from chat – asking for demographics of members and their requests (e.g. an older employee with fewer years of service, etc.) This type of data from Dave was presented, so may be interesting to include.
* Question from chat – possibility of severance package changes to be similar to MMA. Group working through the process to write contract language for this issue.
* Question – on HCSP expansion for large groups with tiers of contribution by years of service, etc.
* Negotiations will be done remotely and members may be able to watch/login for some meetings.
* February action – campaign to impact public narrative about what state employees need to do their jobs, what we’ve done during the pandemic to keep the state running and everyone safe. Meeting with governor, everyone welcome to attend. Not scheduled yet. Will be setting up contract action teams in each Region. Contact Val to volunteer.
1. **Organizing Business Agent Report (Debbie Prokopf)**
* Early Retirement Incentive – Information trickling in on which agencies have opted-in/out, waiting for response. DOC only one currently planning to opt-in and working with MMB on their unique challenges. DHS, Labor and Industry, MNDOT, MNIT, Department of Revenue, Pollution Control, etc. opting out. MinnState has a separate BESI program, which can be done per-institution/union. Have not heard of any of them planned.
* Vaccination Plan – Only agencies getting vaccinated are DOC in facilities, DHS direct care and treatment facilities, Veterans homes, as they are working through Priority 1a. Slow and frustrating process to get information on when/who will be vaccinated.
* Supplemental Negotiations – Supplemental agreements/addenda that are unique to agencies. Negotiations run parallel to main negotiations. Typically run by agency’s meet & confer team. More informal, not elected. February 12 deadline to decide if an agency is going to participate, language is not required at this point. Must be ratified by statewide to be included in contract. If agency doesn’t participate, things that are already in supplemental will remain, but no changes (for better or for worse).
* SEGIP issues (Madeline Turnquist)
	+ Madeline showed SEGIP/Virgin Pulse point collection for deductible reduction. Also mentioned Sanford offers 10% reduction for paying over the phone.
1. **Member Questions and Concerns**
* No agencies have implemented student loan reimbursement language from last contract. Heard people suggest at least pushing sunset date to the future so it could be used in better financial times.

Winners of the $25 check were meeting attendees Tim Kulik, Rick Young, Jay Discher, Leah Trontvet, and Rebecca Fischer-Walvatne

Submitted by Nicole Anderson, MAPE Local 1502 Secretary