Region 15 Meetings

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

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

**Meeting Date: September 23, 2020**

**Locations:**

Wednesday, September 23, 2020
Virtual Meeting
11:30am – 1pm

**AGENDA**

1. **Officer Reports**
* 1501 President (TJ Melcher)
	+ Local 1501 took a step back due to new COVID environment. Please understand you’re not alone. There are resources to help with any difficulties you experience due to COVID, teleworking, or any other work issues.
	+ Currently there are open officer positions and it gets difficult to do things for the local without support. Please volunteer if you are willing to serve as an officer.
* 1501 Treasurer (given by Katherine Kingsland)
	+ Current balance as of August 31, 2020 is $41,318. Income from dues year-to-date is $4,186. Checkbook balance as of September 23, 2020 is $957.
* 1501 Membership Secretary (Katherine Kingsland)
	+ Membership numbers are getting down, it’s hard to not be able to reach people in person.
* 1502 President (Brad Berce)
	+ As of September 22, 2020 there are 220 members (71.90%), 84 non-members (27.45%); slightly above state levels of 71.03% (10,923 members and 4,456 non-members). This includes some new members and some members dropping.
* 1502 Treasurer (Larry Moe)
	+ Current account balance as of August 31, 2020 is $16,534.33. Checking account balance is $4,975, should be $5,000 once a check issue is resolved (someone received a replacement check and cashed both the new and old checks).
1. **Regional Director Report (Bryan Kotta)**
* BOD Updates
* Vacant Officer Positions
	+ Covered by 1501 President and later comment from 1502 President. There is an upcoming training on Thursday, October 8. See website (<https://mape.org/events/new-officer-training>) for more details and to register.
* Delegate Assembly and Resolutions
	+ Local 1502 Membership Secretary Amanda Stegmaier and Treasurer Larry Moe also attended last weekend. It was a full day of work, but two resolutions were left undone and a lot of business still on the table, as it was tough meeting virtually. Resolutions will come back to board meeting third weekend in October. There were a lot of amendments to the resolutions, so would rather have you read the results to understand (<https://mape.org/news/mapes-first-ever-virtual-delegate-assembly-recap>).
	+ Debbie provided background on Delegate Assembly and previous resolutions that have been put forth.
1. **Negotiations Representative Report (Valerie Dorff)**
* New negotiations representative from Department of Corrections (DOC).
* Attended a couple of meetings:
	+ September 10 meeting other committee members and training sessions including Negotiating 101 and How to Conduct Listening Sessions.
	+ September 18 negotiating convention, training and meeting between Meet & Confer chairs and negotiations committee where the speaker of Meet & Confer committee was elected.
	+ Val volunteered after the first two meetings, but committee chairs were elected – Adam Novotny (DOC), Carolyn Murphy (Department of Revenue).
* Will be conducting listening sessions in the future, specifically would like to find out what members currently care about and what is worth fighting for. Reach out to Val to share your thoughts (Valerie.dorff@state.mn.us or work cell phone 218-350-0091).
* A virtual meeting to discuss negotiation topics may be scheduled. The committee is looking toward November election results because that will significantly affect the negotiations. Negotiations work will be ramped up after election. At this time, they are focused on calling for candidates and will be conducting a survey to gather member thoughts.
* Note from Brad Berce: In the last two contract negotiations, we really got nowhere with telework/flexible work proposals, but that is changing with COVID.
1. **Organizing Business Agent Report (Debbie Prokopf)**
* Budget Issues and Layoffs
	+ DOC had a couple dozen staff laid off in early July and they are still dealing with the chain of bumping. A single bumping chain process may be around 4-5 people. Some layoffs are in the Central Office, some Safety in prisons, but because DOC is a place where a lot of people start as Corrections Officer and move up, one bumping chain can affect many different areas. Department of Human Services (DHS) also had layoffs.
	+ Chat question on how bumping works – Debbie happy to discuss further offline. In general, starts with the amount of seniority in your current classification and you are provided options available in 35 miles. If there are no options, then a different set of options outside of 35 miles. It may be the only potential person to bump is across the state. If you don’t have options, or the options don’t work for you (e.g. moving), you will be placed on a state-maintained recall list for a year for each year worked in state service up to 4 years. While on the recall list, you could indicate you are willing to take any job available in your area, etc. There is a process for helping to make sure you are considered for vacancies. MAPE is always available to help make sure your rights are respected in that regard.
	+ Potential layoffs in DHS in homes that serve people with developmental issues. DHS commissioner asked for MAPE’s help to privatize these homes. MAPE will be speaking with the governor about sufficient funding to do these jobs properly. DHS cares for people who have few options and it’s not reasonable or feasible for private industry to run these.
	+ MN State Senate has refused to provide more funding to these agencies. It is election season now and they’re just not going to do it prior to the next regular session which begins in January 2021.
	+ Some state colleges and universities with lower enrollment facing challenges, potential layoffs.
* Zac Echola, statewide Organizing Council update.
	+ Focused on 1) getting membership numbers up, 2) contract action teams, 3) working on diversity and equity for hiring and firing within the state.
	+ We need to get united – this election year is make or break for a lot of our agencies as funding and privatization has been on the rise, which isn’t necessarily better for the community. Currently, working with the PAC to target membership in those areas with close local elections like Bemidji. Stressed everything is connected – work and politics, discussed personal situation with COVID and school operating guidelines. Budget gaps aren’t going to be solved by cutting staff. We need leaders to understand that they need to get creative on how to fix these issues.
	+ If you’re interested in these areas, especially diversity and equity, reach out. If you know people who are on the fence about joining the union, send them Zac’s way (zechola@mape.org, zac.echola@minnstate.edu or cell phone 701-306-0968). Zac is really interested in talking to folks interested in our contract action teams or membership engagement.
	+ Previously announced 20-1 membership engagement and recruitment model has folded since no physical workplace to organize, starting to be issue-focused instead, such as HR issues at certain agencies/workplaces and trying to identify those smaller but universal issues. Amanda Stegmaier said that membership model has been tried before but hasn’t worked in this region due to spread of employees, really need individuals at each agency to be a personal contact. Zac said they are working on Membership Secretary summit, similar to previously held Steward summit.
* Telework/workplace COVID Safety
	+ Bryan Kotta mentioned two previous arbitrations from our Region though there are none in queue at this time. If you are having issues contact Bryan (kotta@mnstate.edu). If you are not getting support from your work environment (PPE, barriers, etc.), please let him know as agencies are required to provide these supplies.
	+ Debbie asked members to share their current telework status and any positives or negatives about their working arrangements in the meeting chat. Most employees are teleworking and having no issues, even preferring to be teleworking.
	+ Members may be hearing from Meet & Confer teams with a survey about COVID. COVID-related questions cooled off over the summer, but heating up now with school starting and questions about COVID leave and EFMLA.
1. **MAPE Political Action Committee (Monica Webber, DNR)**
* Monica presented a PowerPoint detailing PAC funding and activities. See website for more information (<https://mape.org/committees/mape-pac>).
* The PAC does not use member dues – there is a separate allocation from members who choose to have a paycheck deduction. If you are interested in making a voluntary contribution to the PAC, you can sign up here: <https://mape.org/join-mape-pac>.
* The PAC does endorse candidates – screens candidates by asking questions to ensure a labor friendly legislature. If an incumbent has a 90% voter score, then they are auto-endorsed. They can also revoke endorsements, e.g. if the candidate didn’t vote for our contract (such as Rep. Paul Marquart).
* Why is MAPE involved in politics? We work for the state, all of our jobs are inherently political. We can’t get a good contract if we don’t elect good legislators. Monica provided specific example of committee chairs and acting against agency budgets, etc. Have had remote phone banking in support of new candidates and incumbents.
* Why should I give money to the PAC? Minnesota law prohibits membership dues from being used to contribute to candidates. MAPE generally does not get involved in races beyond state-level, unless there is a special circumstance.
* PAC board would love to have more greater-Minnesota representation. Currently the committee membership includes Monica Weber (Chair, MN DNR), Nicole Juan (Vice Chair, MN DHS), Ben Nicla (Treasurer, MN Health), Michael Rogosheske (Vice Treasurer, MN DOC), Janet Kitui (Secretary, MN DEED), Lynn Butcher (MN DHS), and Vernitta Moore (MN DPS). Cannot use state equipment or resources to campaign. Please use Michelle’s personal contact information to volunteer (monica.mpls@gmail.com or cell phone 612-720-9222).
1. **Member Questions and Concerns**
* Bryan Kotta asked members to beginning thinking forward to a year from now, non-COVID, what are the things you would like to have available to you (telework, etc.)? Can you do everything from home? What didn’t get done?
* Debbie Prokopf mentioned Department of Natural Resources (DNR) members are out west fighting fires. Please keep them in your thoughts.
* Bryan mentioned that although MAPE dollars don’t go directly to candidates, we do spend money on joint billboards, radio ads, etc. with other unions (Education Minnesota) to support unions or positions in general.
* Brad Berce in regards to officer vacancies – the Local 1502 Vice President Paul Peterson has been laid off. Brad is still committed to try to do in-person local meetings, may have multiple meetings with limited attendance to allow for physical distancing.
* Informal chat poll on how this format worked. If we continue meeting virtually, Bryan would like to have one for each local to focus on their specific issues and questions.

Submitted by Nicole Anderson, MAPE Local 1502 Secretary