**MAPE Region 19, Local 1901**

**Meeting Minutes for Friday October 11, 2019**

1. **Call to Order……………………………………………..…….......................................................................................................Bob Tarrant**

1. **President’s Report………………………..…………………………………………...…………………………………………….……Bob Tarrant**

* Delegate Assembly:
  + Focus on local strength
    - Setting goals over the next year on how to approach, develop plan
  + UAW Support
    - Hudson, Wisconsin- individuals struggling for wage increases, benefits including retirement, health insurance.  In 2007, laborers chose to open up union contract to maintain jobs under expectation that when GM recovered from situation, union contract would be reopened.  This did not occur.
    - Provided considerable donation to assist in wage costs of people not working while on strike
* Volunteer Opportunities:
  + Have been approached by Habitat for Humanity
  + Continuing to encourage members to provide suggestions for volunteer opportunities to replace MAPE holiday party
* Fall Nominations: As we have talked at the last couple of meetings, we are in need of a secretary for the local. Mark Walchuk has stepped up to be our interim secretary, but we need to fill this position. Nominations for this position are open until 10/31/19. If there are more than two candidates, then we will need an election committee and candidate statements on or before November 4th. Please let an officer know if you are interested or would like to nominate someone.
  + Mark Walchuk nominated, accepted nomination 10/11/2019
* Chief Steward Update. Our Vice-President, Jessica Waldron, has been chosen as the Chief Steward for Region 19.
* Members vs. Non-Members- Non-members no longer eligible for drawings or other similar benefits, still welcome to enjoy free pizza/beverages.  Continue to encourage membership.
* Steward Training: The next opportunity for basic steward training is 11/22/19 at MAPE Headquarters from 8:30-4:00pm. You can attend this training if you are interested in becoming one, and if you decide that it is not for you that is ok as well. MAPE will provide you lunch and other snacks that day. If you take vacation that day, you can submit to MAPE as well and your wages will be paid for the day.

1. **Vice President’s Report…………………………………………………………………………………..………………..……….Jessica Waldron**

* Forensic Meet and Confer. See below.
  + MAPE members are encouraged to attend Meet & Confer to contribute to discussion, share feedback
  + Leadership shared that they are proud of the work that MAPE members do.  Commissioner to attend years of service recognition.
* Holidays and Vacations. With the holiday season approaching soon, MAPE and management strongly encourages MAPE members to work together to find provide treatment on units throughout the holiday season. We know that school is often canceled, daycare is often out, and some have to travel out of state for holiday events. We just asked that members be kind to one another and try to figure out the best way to provide programming on our units that balances activities/worksheets and direct patient care during these times.  Management has expressed that it is really important to strike this balance. Management has also requested that if feasible staff come in on a different day (weekend) or time (evening) to provide coverage in programming. In Forensics, Carol Olsen expressed there needs to be coverage on all units during this time. In Meet and Confer, we expressed that staff in the past have been professional and have been able to make this work without all the extra anxiety of the groves and will continue to demonstrate this high level of care.
  + Leadership encouraging members to start in groves for coverage planning but can reach out further if necessarily.
  + Communicated to leadership that delays have occurred in responses for vacation requests, this is to be addressed.  Expectation should be that responses are given in a timely fashion
  + Jessica Waldron can provide resource regarding specifics on time off approvals
  + When addressing this concern, leadership mentioned being expectation of members being flexible in working evenings/weekends to assist in coverage planning.
    - MSATS has begun requiring clinical staff to integrate nights/weekends in schedule.  This may be something we see a push for in forensics.
  + See Meet and Confer notes below for more detail

1. **Treasurer’s Report**…………………………………………………………………………………………………………………….**Amanda Hoerst**
   * Working on budget for next year.  Let Amanda know if you have ideas/suggestions

1. **Interim Secretary’s Report**…………………………………………………………………………………………………………**Mark Walchuk**
   * + Nothing to report

1. **Membership Secretary..…………………………………………………………………………...………………………….……..……Matt Melvin**

* Continue to encourage membership.

1. **MAPE Negotiations Update………………………………………………………………………………………………..…………Lynn Butcher**

* Contract Ratification: The contract will go to the legislation subcommittee (SER) on October 22, 2019 (10:00 AM)
  + Requesting volunteers to attend – need to know by 10/11/2019.  Important to have representation from workers
  + Lost time to be accounted for- pending
  + This contributes to building relationships with legislators

1. **Committee Meetings**

**Forensics Meet and Confer**……………………………………………………...………………………....…..**Jessica Waldron/Lynn Butcher**

* + - MAPE Topics:
      * Vacation requests: We talked with management about how the new process in the groves around time off have been anxiety provoking due to finding coverage within the grove and with response times back from clinical directors. The message was for Forensic staff to first attempt to find coverage within the grove first. If you cannot find coverage, then management stated that it was appropriate for staff to work with their department head to find coverage within that department. Lisa Vandereen-Nagal indicated that she would talk with the clinical directors about responding back to MAPE members in a timely manner.
        + Expected leave/anticipated leave procedure for Unit Based Staff Steps: 1. Send email requesting leave and coverage. Extended Leave-work with clinical director & department director. Short Term leave—the employee attempts to arrange coverage before requesting the time off; 2. Clinical director confirms coverage is available (timely manner), 3. Employees submits leave request in Atlas confirming that clinical director agrees in comments section, 4. Scheduling approves it; 5. Notify department director of plans.
        + If this is not occurring or you are struggling with any manager, please let a steward or officer know. Management has expressed (at least in this meeting) that they want to hear about concerns.
        + Management also recognizes that this process is NOT moving smoothly and is looking for MAPE volunteers to be on a committee with Dr. Dugan to work on the PSA. Please let an officer, steward, and/or Dr. Dugan if you are interested.
      * Grove Structure Feedback. We shared in meet and confer some struggles that members have been having within this structure, such as communicating to multiple supervisors, the structure of groves, and why the facility decided to move to the grove system. We expressed some concerns about feeling micromanaged and concerns about communicating effectively with staff. Management expressed that having groves was meant to help provide resources as each unit within the grove has a specific skill set that can help others and to provide clinical direction of the unit.
        + We need you! To tell us stories, frustrations, and/or concerns that you are having in this new structure as we plan to bring this information back to management.
    - Management: Licensing & MDH review and citations.

1. **MSOP Clinician Meeting……………………………………………………..……………………………………………… MAPE MSOP Steward**

* No information was provided prior to the meeting.

1. **Member Concerns……………………………………………………………………………………………………XXXXX**
2. **Political Council…………………………………………………………………………………………………………………..…….Jessica Garcia**

Requesting feedback from members on how Political Council can best support members.   
-Members encouraged to complete survey  
-Encouraging membership participation in canvassing, door knocking, other contributions based on member strengths

................. -November 19th in-district meeting for District 19. Face-to-face conversations with legislators to contribute feedback from workers.  More information to follow.

1. **Next Meeting:**Friday November 15, 2019, 12-1pm, Daisy Room

**13.  Attendance Drawings:**

* $10 to: 1) Theresa Arendt 2.) Jason Steen
* Tumbler to: 1) Stacy Rutt 2.) Haleigh Korn 3.) Iesha McLeod 4.)Naomi Lee 5.) Jason Dittmer

**14. Adjournment.**

**Local 1901 MAPE Officers/Stewards and Contact Information**

Bob Tarrant, President & Steward…………………..………………………………………….……………………………………..…………….…985-2748

Jessica Waldron, Vice President, Chief Steward Region 19 & Steward……..……………………………...…………...…..………………..….985-2899

Amanda Hoerst, Treasurer …………………………………………..………………….……………...……..…………...…………………………..985-2210

XXXXXXXXXXXXXXXXX, Secretary ………………………………………….………………………………….…………………………………...985-XXXX

Matt Melvin, Membership Secretary…………………….…..……………………..…………………………………………...................................985-2858

Tylor Lyons, Communication Secretary, Steward, Steward Coordinator…………………………………………………………………………..985-2747

Christina Berry, Steward…………………………………………………………………………………………………………………………………985-2595

Lynn Butcher, Steward  & Regional Negotiations Rep………………………………………………………………………………………………..985-2835

Lance Dlouhy, Steward…………………………………………………………………………………………………………………………………..985-2224

Laura Grabow, Steward…………………………………………………………………………………………………….........................................985-2796

Erin Hageman, Steward………………………………………………………………………………………………………………………………….985-2789

Corey Hoffman, Steward…………………………………………………………………………………………………………………………………985-2349

Jennifer Jenniges, Steward………………………………………………………………………………………………………………………………985-2214

Margaret Ko, Steward…………………………………………………………………………………………………………………………………….985-2449

Haleigh Korn, Steward……………………………………………………………………………………………………………………………………985-2585

Erin O’Connell, Steward………………………………………………………………………………………………………………………………….985-2755

Stacy Rutt, Steward ………………………………………………………………………………………………......................................................985-2902

Wanda Viento, Steward…………………………………………………………………………………………………………………………………..985-2763

Melanie Wurtzberger, Steward…………………………………………………………………………………………………………………………..985-2904

Dave Kamper, MAPE Membership Engagement/Development/Organizing Business Agent…………..……… 651-287-8754; [dkamper@mape.org](mailto:dkamper@mape.org)

Kathy Fodness, MAPE Contract Administration, Advocacy/Representation Business Agent……………….651-287-8755; kfodness@mape.org

Forensic Meet and Confer Committee: Lynn Butcher, Bob Tarrant, Beth Zabel, Jessica Waldron, Lance Dlouhy; Corey Hoffman,

MSOP Meet and Confer Committee: This committee is nonexistent at this time. We eventually would like to get this group going again.

Labor Management Committee: Amanda Hoerst, Lynn Butcher; Bob Tarrant, Tyler Lyons