**Local 2001 Meeting Minutes**

**February 1, 2022**

**Noon-1:00pm**

**Steven called the meeting to order at 12:05pm**

1. Standing Reports -
	1. Secretary Report: Kay Pedretti reported the minutes can be found at this link every month <https://mape.org/locals/2001>  Click on minutes tab
	2. Chief Steward Report: Anthony Reisberg reiterated that the Leadership Training that MAPE has is great and is recorded if you cannot make the Mondays at noon that they are ‘live.’ Steward training is coming up for anyone interested. Full report attached at end of minutes.
	3. Treasurer Report: Rick Indrelie announced that we ended 2021 with approximately $30,000. We started the year with $27,000, so we are looking pretty good for 2022. At the end of June Rick will be done with the treasurer’s job, please contact him if you are interested in being Treasurer.
	4. Membership Secretary Report:  Nicole Sokolofsky reported that we have 69.98% membership in Region 20. We are looking to do membership outreach with a short meeting on Friday. Email Nicole if you want to join the effort. Full report attached at end of minutes.
	5. Regional Director Report: Angela was unable to join the meeting today, but Kay talked through a few highlights. Elections are coming up for Regional Director, Negotiations Representative, and alternates/delegates to Delegate Assembly. Sign up for Leadership training with MAPE. Links are on the website. Full report attached at the end of the minutes.
	6. Organizing Business Agent Report: Pete Marincel reminded us our contract is in effect on an interim basis. There is a virtual Lobby Week the week of March 7th. Sign up at this link <https://mape.org/2022-legislative-session> . There will be a prep meeting with a MAPE staff member prior to your meeting with your legislator. You will have virtual links to your meetings with your senator and representative. You can choose a training time that works for you prior to your meeting with your elected official. Even if your legislator isn’t friendly to our contract it pays to contact them to let them know you are interested in them passing the MAPE contract. By May 23rd our contract needs to be passed to keep our contract in place. There may be a rally in May if the contract isn’t passed yet.
2. MAPE Minute/Tip – Mel Markert, Vice President, reminded us you may convert vacation to sick if you had quarantining kids after July 1. Ask you HR department how to convert it.
3. John Ferrara from the Political Council talked about the ‘Legislature and You.’ PELRA is a MN statute (179A) that was passed in 1971. In 1860 the first teachers’ unions formed in MN. The SER (a group of MN legislators) votes our contract up or down. It also handles some agency MOU’s as well. The legislature cannot modify contract, it can only vote it up or down. The legislature can have an effect on your working conditions. For example, bonding bills can help your working conditions (buildings) improve, the legislature can modify laws that effect your working conditions and they can confirm agency commissioners that have effects on your working conditions.
4. Delegates/Alternates to Delegate Assembly, Negotiations Rep and Regional Director are up for election in early 2022. Nominations will be opening soon.
5. We are seeking Local Treasurer for local 2001 to complete Rick Indrelie’s term.
6. Feel free to always leave ideas in our digital Suggestion box [https://winona.az1.qualtrics.com/jfe/form/SV\_6lg5IBKF768W1sa](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwinona.az1.qualtrics.com%2Fjfe%2Fform%2FSV_6lg5IBKF768W1sa&data=04%7C01%7Ckpedretti%40winona.edu%7C30945879086f46263ede08d9ca08b0a8%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637762961078266035%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=OnzcjsqEF1seQR4TX82PRVUmO4srgZiqtMe84myXAtM%3D&reserved=0)

**The meeting ended at 12:55 pm**

**February 2022 MAPE Chief Steward Report**

Steward Tip: Make Time for Additional Steward Training Opportunities

The year has already started out quickly with January moving to the rear-view mirror.

As MAPE Stewards we actively work to support and answer questions from MAPE Members, do our best to try and improve workplace conditions and address contract violations when they occur.

These are all great way to support MAPE and our members but remember to also take care of yourself by talking with other stewards and by taking advantage of Steward training opportunities being offered by MAPE.

This year MAPE is offering a series of leadership training opportunities on a variety of different topics and these are being videotaped so you can access them at a time that works good for you if you are unable to attend training that you are interested in (please see the MAPE website).

Shortly we will begin offering monthly opportunities for Region 20 Stewards again for Stewards to connect with each other and to address questions and concerns as well as training subjects suggested by Stewards in the Steward poll that was sent out last year.

We will also start offering Region 20 Steward Check In dates and times on a variety of days and times where you can check in with other stewards that are available and have a time to focus on specific questions or concerns that you may have.

Thank you for all you are doing for MAPE and our members.

Sincerely,

Anthony Riesberg

Region 20 Chief Steward

Basic Steward Training 1/28/22

Advanced Steward Training 2/25/22

Basic Steward Training 4/8/22

Basic Steward Training 6/10/22

Advanced Steward Training 8/12/22

Basic Steward Training 10/14/22

Advanced Steward Training 12/9/22

**Membership Secretary’s Report**

#### Local 2001 Percentages- As of January 11, 2022.

**Including Billable Members, our Local’s Membership is at 69.98%**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Local 2001 Percentages**

|  |  |  |
| --- | --- | --- |
| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 11 | 2.23 % |
| Member | 334 | 67.75 % |
| Non-Member | 148 | 30.02 % |

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# **Region 20 Director’s Report**

# Angela Christle

# angela.christle@state.mn.us 507.351.6899

# January 27, 2022

Many activities continue to happen within MAPE. Members are active with staff as we are preparing action for the passing of our contract through the legislature. Many of us have been actively engage in connecting with members as we are developing plans to meet with our local state senators and representatives. You will have seen notices for getting registered for the upcoming events. This is an important time and we need everyone to step up in support of getting this contract through. Go to mape.org for more info and to get registered and be sure to read MAPE communications in your inboxes. These are small ways to grow strength for our union contracted rights and make big impact!

You may have seen all the leadership sessions that are open for us to register for on the MAPE portal. These are informative and some are interactive about the union and what we do and how we do it. All members are encouraged to register and attend. These sessions have been recorded and are sent out in case you are not able to attend in real time. Below you will find links for the first two sessions. I encourage you to listen and learn. These are recordings:

1.10.22 Leadership Training Series #1- Union Formation Fundamentals

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fyoutu.be%2FdnLTDXvuwdc&amp;data=04%7C01%7Cangela.christle%40state.mn.us%7C8350edfce0584f279afa08d9e2061223%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637789338076305045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&amp;sdata=%2FHlXeLw9ARR5P96uwJ34YZyjjat8GlRzprzvChGwXJg%3D&amp;reserved=0>

1.24.22 Leadership Training #2: How to have an organizing conversation

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fyoutu.be%2F8XEkSSm-e3w&amp;data=04%7C01%7Cangela.christle%40state.mn.us%7C8350edfce0584f279afa08d9e2061223%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637789338076305045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&amp;sdata=gWtmIklb432zkWMocDFZX%2BFp%2FNL%2FdKiXWyRQshK5Vko%3D&amp;reserved=0>

Elections are coming up for even number regions for Regional Director and Negotiations Representative. Local 2001 is in Region 20. So, that’s us. We are currently working on selecting our elections committee. Once we have that determined you will be directed to how you can nominate yourself or others for either of the above mentioned roles.

Local 2001 also has the treasurer position opening up. So, if you love numbers and all that financial stuff, we do want to know!

Upcoming elections include Delegate Assembly delegates and alternates. Please think about if you have an interest or would like to nominate persons for these roles. The regional director attends and typically Region 20 has 4 other delegates and up to 4 alternates. Local 2001 has always been supportive of having all alternate positions filled and this is a good way of learning very important information and process. Delegate Assembly is MAPE’s highest governing body. This year it will be held virtually due to the pandemic.

There are also statewide offices that will be open for elections as well.

Let us know if you have questions and/or if you have an interest in any of these roles.

Our union siblings at UNITED HERE are having a fund raising event at the American Legion in Stewartville on Saturday January 29th to raise funds for their strike fund. An invitation was extended to our local to join if we could. Our local also reached out to The board and this request has been put forth to the Coalition Workgroup by President Dayton following a motion from Chair of the Political Council Cathleen Cotter and the motion was seconded by Angela Halseth. We shall report out what we learn. Head on over for the fundraiser if you are able!

Board of Directors : Meeting held via Zoom on January 21, 2022 The Board of Directors thanks Region 7 Director Axelina Swenson, Treasurer Todd Maki, and Business Manager Paul Schweizer for their service to our union and welcomes Region 4 Director Ted Snaza, Secretary Michael Crider, Meet and Confer Speaker Maureen Dunaway, Executive Assistant Suzanne Al-Kayali, and Operations Director Todd Maki.

The Board of Directors asks Interim co-Executive Directors Asmus and Solo to gather data on MAPE staff salaries to add to the November requests.

Region 15 requests a solution to the 800-number issue. Interim co-Executive Directors Solo and Asmus will bring a solution to the February meeting.

Appointments

President appoints Genelle Lamont, Paul Webb, Chuck Jaeger, Justin Kwong, and Tim Jenkins to MDH M&C; Kevin Mustonen to MPCA M&C; Chrissy Gamst to DOC M&C; Brian MacNeill and Jeff Fort to MDVA M&C.

Member comments

Local 2101 President Pearson addresses the Board to request information about proposed Bylaw changes to fill identified gaps. President invites Local President Pearson to Board Governance Workgroup and Executive Committee meetings to participate in strategic planning.

Strategic planning

M. State Partners J. Haggar and L. Ware provided an update on strategic planning efforts. President invites all Board members to attend subgroup and Executive Committee meetings where they have an interest in impacting the strategic plan. These meetings are also open to members. Members who wish to attend should contact President Dayton mdayton@mape.org

More 30 minute meetings have been added over lunch hours for all members to join in on strategic planning as well. If you are interested please reach out to President Dayton at the above email address so that you can be provided wit that schedule and zoom link, Governance Committees - Board Governance Workgroup M(Region 1)SP to approve the resolution to establish an alternate judicial committee chair. Consensus.

M(Region 14)SP to approve the resolution establishing a procedure for resolving disputes. Consensus.

M(Region 17)SP to approve the resolution regarding Executive Committee membership. Passes 13/9/1.

Meet and Confer Speaker is removed from the Executive Committee and, by proxy, the Board of Directors.

M(Region 8)SP the Meet & Confer Speaker be invited to participate in the Executive Committee in an advisory, non-voting role until a more intentional bylaw role is established. Passes 12/9/2.

Amend(Region 15)SP strike “until a more intentional bylaw role is established. Passes 12/9/1.

M(Region 8)SP to exit MAPE Board of Directors and enter Building Corp. at 15;03. Consensus.

M(Region 15)SP to exit Building Corp. and enter MAPE Board of Directors. at 15;25. Consensus.

Committees – Executive

The Executive Committee has drafted a resolution which would create an interim combined Treasurer/Secretary position in the event of a vacancy in either position. The language will be posted to the website and the Board of Directors will debate and decide in February.

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Fnews%2Fresolution-vacancies-statewide-office&amp;data=04%7C01%7Cangela.christle%40state.mn.us%7C8350edfce0584f279afa08d9e2061223%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637789338076305045%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&amp;sdata=JytaZtOfIUStp7h8F1fMvrWlKx%2FkPVs1Ii1bjybGIio%3D&amp;reserved=0>

Region 10 requests the Coalition Building Workgroup send calendar invites to all Board members with information on whether lost time is available.

Executive Committee Minutes - 2021-12-03 M(Region 19)SP to enter executive session at 15;59. Consensus.

Non-Board members present during executive session are Meet & Confer Speaker M. Dunaway, Interim co-Executive Director M. Asmus, Interim co-Executive Director L. Solo, Executive Assistant S. Al-Kayali, Operations Director T. Maki M(Region 17)SP to exit executive session at 16;07. Consensus.

Situational updates

OPEIU contract

Delegate assembly

2022 will be held virtually. The Executive Committee and staff continue to explore options for a smaller in-person gathering.

Election Timetable

M(Political Council)SP to approve the elections timetable. Consensus.

M(Region 2)SP to adjourn at 16;11. Consensus.

Once the full minutes are available they will be posted on the MAPE portal.

Meeting with MMB: January 26, 2022

We met with MMB today and here are the toplines:

1. We are excited to report that the court case challenging the validity of our old contract has been thrown out. You may have heard this yesterday and there was a small moment of solidarity with a MMB about this.

2. MMB is tracking that COVID cases are going down which is of course a good thing.

3. Of the $500million from the federal government that the governor had at his disposal, they have spent almost all of the $500 million on various kinds of COVID response.

4. They are of course working on supplemental budgets and the other budgets that we have seen launched over the last week. Budget documents will come out today.

5. We asked for clarification on the CMS vaccine requirements and the timeline for exemptions. They did not know off hand but said they would get back to us.

6. We followed up with them about updates on paid administrative leave and its use to supplement people's sick time. They do not have an update and we plan to bring this to a meet and confer with them.

Yesterday we also sent them a letter asking for a meet and confer to discuss things such as MOU usage. As I'm sure you all know, we were disturbed with the flurry of MOUs over December and want to ensure that in the future things are properly bargained. We will let you know if this gets scheduled.

Thanks as always and let us know if you have any questions!

Leah Solo

Director of Public Affairs and Communications Minnesota Association of Professional Employees lsolo@mape.org

507-351-0961

PUBLISH DATE

January 26, 2022

On Tuesday, Jan. 18, 2022, the Minnesota Legislative Subcommittee on Employee Relations (SER) met and unanimously approved several labor contracts and over a dozen memoranda of understanding (MOUs), including several MAPE MOUs, which are listed below. These are now in interim effect and will need to be ratified by the legislature this upcoming session.

Increased Reimbursement for Safety Footwear

• Applies to all MAPE employees who are required to wear safety footwear to perform their jobs duties

• Reimbursement is increased from $125 to $175 each for 24 months of safety footwear; policy is subject to HR/LR Policy #1410, Safety Footwear Reimbursement

Expanded Use of Sick Leave MOU

• Permits an employee to use sick leave to care for their children who may not be sick, but are unable to attend school or daycare due to COVID exposure

Department of Corrections Overtime and Shift Differential

• Employees who voluntarily work an Employer approved and designated Federal Labor Standard Act (FLSA) non-exempt overtime assignment, shall be compensated at the rate of time and one-half of the employee’s regular hourly rate for all hours worked during the FLSA non-exempt assignment.

• Employees working a FLSA non-exempt overtime assignment shall receive a shift differential of sixty-five cents ($0.65) for all hours worked before 6:00 A.M. and after 7:00 P.M. Such shift differential shall be in addition to the employee's regular rate of pay and shall be included in all payroll calculation.

Department of Corrections Facility Staffing Recruitment and Retention

• At their discretion, DOC may establish an incentive program to help hire, refer, retain, or reassign employees into MAPE positions to address staffing shortages

• Incentives may not be valued over $10,000

• Final incentive program is subject to MMB approval

Department of Human Services Direct Care and Treatment Staffing Recruitment and Retention

• Similar to the DOC MOU, DHS/DCT may establish an incentive program to help hire, refer, retain, or reassign employees into MAPE positions to address staffing shortages

• Incentives may not be valued over $10,000

• Final incentive program is subject to MMB approval

CONTACT US

• Our Union

• Join MAPE

• My Portal

• Committees

• Contract

From: Megan Dayton MAPE <mdayton@mape.org>

Date: January 27, 2022 at 9:39:57 AM CST

To: BOD Home Only <BODHomeOnly@mape.org>, Maureen Dunaway MAPE <mdunaway@mape.org>

Subject: Pensions in GOV's budget

BOD -

Quick update:

Given the surplus, we are working with union partners to advance the interests of our retirees. Top priorities include 1) moving an ATB increase given the paltry current 1.5% that is stacked against 6.9% inflation which hurts folks on fixed incomes; and 2) increasing the employer contribution rate to match the employee rate for our Individual Retirement Account Plan members (our MN State unclassified members who opt out of TRA).

Though the Governor didn’t include these in initial proposals, we are working to get them in the next round.

Additionally, we are currently fighting off recommendations to lower the assumed rate of return from 7.5% to 7%, which will increase liabilities, lower funding levels, and lower the contribution sufficiency levels. We are simultaneously fighting off recommendations to put the decision-making authority on these assumed rates in the hands of actuaries instead of the legislature, which would diminish our ability to have a voice in the process. We are currently working through potential concerns with the Governor’s office on these issues.

Let me know if you have questions on this.

Thanks,

-Megan

Megan Dayton | she/they

President

Minnesota Association of Professional Employees

mdayton@mape.org

Cell: 612-224-6956

If you have made it all the way to this point then you have a lengthy update. Always more to come in real time and I remind you to be sure to read the MAPE emails that come to your inbox. Cheers!

**2022 Important Dates**

February 1 – Noon: Monthly Meeting Broadcast via ZOOM

February 25--8:30-4:30-Advanced Steward Training

March 1 – Noon: Monthly Meeting Broadcast via ZOOM

April 5 – Noon: Monthly Meeting Broadcast via ZOOM

April 8--8:30-4:30-Basic Steward Training

April 29—Region 20 Leadership Retreat

May 3 – Noon: Monthly Meeting Broadcast via ZOOM

June 7– Noon: Monthly Meeting Broadcast via ZOOM

June 10--8:30-4:30-Basic Steward Training

July 12- Noon: Monthly Meeting Broadcast via ZOOM (note we moved this meeting date)

August 2- Noon: Monthly Meeting Broadcast via ZOOM

August 12--8:30-4:30-Advanced Steward Training

September 6- Noon: Monthly Meeting Broadcast via ZOOM

October 4- Noon: Monthly Meeting Broadcast via ZOOM

October 14--8:30-4:30-Basic Steward Training

November 1- Noon: Monthly Meeting Broadcast via ZOOM

December 6- Noon: Monthly Meeting Broadcast via ZOOM

December 9--8:30-4:30-Advanced Steward Training

Kay Pedretti

Local 2001 Secretary