

## Local 2001 Monthly Meeting

Feb 2, 2021

### Meeting Minutes

Steven Speltz, President, called the meeting to order at 12:05pm

#### 1) Standing Reports

- a) Secretary Report: Kay Pedretti –find minutes at <https://mape.org/news/local-2001-minutes-27>
- b) Treasurer's Report: Rick Indrelie (attached)
- c) Membership Secretary's Report: Kristen Gallo (attached)
- d) Chief Steward Report: Kay Pedretti (attached)
- e) Regional Director Report: Angela Christle (attached)
- f) Negotiations Report: Cathy Finken was at a 2-day Negotiations Team meeting and was unable to be present. Pete shared that the team is reviewing surveys and writing language to present to the governor's team
- g) OBA Report: Pete Marincel reported to look for communication from MAPE about the opening day of Negotiations with the Governor. A time is being planned for members to join in virtually during the opening day.

#### 2) New Business

- a) MAPE elections—Local and statewide elections opened Thursday, Jan 28<sup>th</sup> and close Monday, March 29. Local 2001 has all Local officers (President, Vice President, Secretary, Treasurer, Membership Secretary) up for election as well as 7 delegate/alternate spots for this fall's Delegate Assembly. Statewide elections have the Secretary and Vice President up for election as well as 2 Trustees, and both Political and Organizing committee members. Send local nominations to [jesse.krusmark@rctc.edu](mailto:jesse.krusmark@rctc.edu) and statewide nominations to [swelect@mape.org](mailto:swelect@mape.org)  
Voting will occur May 13-May 27 via a link sent to you in an email on May 13.
- b) Local 2001 Monthly drawing during meeting—We are hoping to start this again at our March 2021 meeting. Our goal is to incentivize people to come to the meetings with gift card drawings.
- c) Steven discussed the survey that recently went out. The local plans to have a relevant topic to discuss at future meetings based on feedback from the survey.
- d) ERI (Early Retirement Incentive)---Which agencies are participating? So far, only DOC is confirmed.

## **2021 Upcoming Important Dates in Local 2001**

Feb 9 5:00pm Local 2001 Leadership Retreat

Feb 17 9:30-10:00 Local 2001 Coffee Break via ZOOM

March 2 Noon Monthly Meeting Broadcast

March 10 Noon-1:00pm Region 20 Steward Training

March 25 2:30-3:30 Local 2001 Water Cooler Conversation Via ZOOM

April 6 Noon Monthly Meeting Broadcast

April 20 5:00-6:00pm Local 2002 Happy Hour via ZOOM

April 28 Noon-1:00pm Region 20 Steward Training

May 4 Noon Monthly Meeting Broadcast

May 27 Noon-1:00pm Region 20 Steward Training

June 1 Noon Monthly Meeting Broadcast

July 13 Noon Monthly Meeting Broadcast

September 18 All day MAPE Delegate Assembly

## **February's Membership Secretary's Report**

**Local 2001 Percentages- As of January 26, 2021**

**Including Billable Members, our Local's Membership is at 72.58%**

### **Local 2001 Percentages**

<b>Person Type</b>	<b>Record Count</b>	<b>Percentage</b>
Billable Member	12	2.42 %

Member	348	70.16 %
Non-Member	136	27.42 %

Please help by signing up new employees, asking non-members to join as a member at your work site or let me know if there is someone we should be getting in touch with!

## **Feb 2021 Regional Director's Report**

# **BOARD OF DIRECTORS MEETING**

**15 January, 2021**

***Identity:*** MAPE is a labor union of professionals dedicated to acting for the common good in a democratic society while advancing the interests of its members

***Purpose:*** MAPE organizes and develops the civic capacity of state employees to advocate for members and build power in the workplace to improve civic life for all Minnesotans

January's BOD meeting was packed, and the board covered a lot of ground this month.

### Member participation in Board Meeting

Four MAPE members joined to observe all or part of the Board of Directors meeting this month and/or to provide member feedback. Members who would like to join the meeting to observe or provide member comments are welcome to do so, and should send an email to Statewide President Megan Dayton ([mdayton@mape.org](mailto:mdayton@mape.org)) for the meeting link.

Region 20/Local 2001: I continue to encourage any of our local members to come observe the board of directors meetings. This is a great way to learn more about the work that MAPE is engaged in that you may not fully have on your radar. We do continuously have some of our local members coming and that is nice to see. You can come for a while or stay the whole meeting. Also, do remember that if you as a member at any time have something to say come to members comments that are always a time certain at 11:30 a.m. on the day of the board meeting. Just email President Megan Dayton at the above mentioned email address to get put on the list of members to speak and she will provide all other information you will need.

## MAPE Tactical Goals

### Tactical Goals Dashboard

Executive Director Lina Jamoul and Statewide Secretary shared with the board the most recent revisions to the Tactical Goals Dashboard. This is a spreadsheet with specific measures that are being tracked as a way of sharing the work that is being done, and also identifying focus areas. Feedback from the board was to include more information on membership numbers, find a way to track and share representational work of stewards and chief stewards, and include perception and [Local] capacity information. The dashboard is a work in progress, but we continue to work toward a sharable version for members within the first quarter of 2021.

### Health, Safety, & Jobs of our Members

- ED Jamoul shared rapid response work around MDH plan to keep the public health lab open despite credible threats of civil unrest and targeting of government employees; our work reversed the agency's decision and the lab was closed for the weekend of 1/16-17.
- ED Jamoul shared that work on combatting DOC's policy around telework continues, and we are moving to a different approach by involving MDH.
- The MAPE Circle Project is designed to offer opportunities for members to make meaningful connection with each other in a disconnected world. The project was highlighted in the December 18 newsletter, and Circles are open for registration through the portal. Feedback from members who have participated so far has been very positive.

Region 20/Local 2001: I encourage anyone who can to participate in this circle project. This would be a great way to get acquainted with other MAPE members in other locals. Locally we have implemented additional meetings to get to know each other better and to discuss what we want to do locally. These have been really good connections locally and I have no doubt that the circle project offers this as well. It is a good way to learn more about what other locals are doing as well. This just might be the type of activity that you have been looking for as a MAPE member. Again, you will find more information in the above mentioned MAPE newsletter that went out on December 18<sup>th</sup> or go to [mape.org](http://mape.org). And, if you do participate and want to share with us locally, we would really appreciate that share!

### Elections/Legislative

- Communications and Public Policy Director Leah Solo provided the board with an overview of where we are in the political cycle, MAPE's Legislative Priorities of raising revenues, no layoffs, and other issues like broadband, student loan debt relief, ensuring an equitable recovery from the pandemic, and supporting the democratic process. She also shared a 3-tier approach to Days on the Hill. This approach will allow MAPE to exert strategic pressure on lawmakers

around funding, engage with lawmakers to educate them about our work, and improve the competency of members when it comes to building relationships with their elected officials. MAPE is looking for compelling stories to support our legislative priorities.

- The BOD approved the legislative priorities.

Region 20/Local 2001: Lets represent our local and region. Who would like to participate in the Days on the Hill virtual events? It would be good to have a few stories from SE MN as we are connecting to our legislature. Email me, Region 20 Director [angela.christle@state.mn.us](mailto:angela.christle@state.mn.us) if you have an interest in being considered as a participant. I will get you connected with the appropriate resources/persons to move forth.

### Working with Allies

- MAPE BOD approved a \$1000 donation to the Minneapolis Rent Control Coalition to help with technology and set up as they begin to develop their campaign.
- MAPE BOD had a discussion with Ben Carson from Industrial Areas Foundation (IAF), who we've contracted with since 2014 to support our efforts of leader development, relational organizing and moving away from a Union-as-service model. This was an initial discussion on how we can best use the contract with IAF to support our current goals.

### Negotiations

- OBA Dave Kamper shared the Negotiations Survey with the board. Highlights from the survey were that members understood this is going to be a challenging year for negotiations.
- Negotiations Co-Chairs Adam Novotny and Carolyn Murphy briefed the BOD on Negotiations Team work, including work that has been done to ensure the team is using an equity lens to evaluate their proposals and assist in decision-making going forward.
- Both OBA Pete Marincel and Negotiations Co-Chair Novotny shared information about the planned action with Governor Walz, which will be sometime in February. We are hoping for 500+ members to participate in the virtual event, which will kick off the Negotiations season and provide an opportunity for our members to share their efforts in responding to the pandemic, as well as consequences of funding or lack thereof. Members should be on the lookout for more information about this important event.

Region 20/Local 2001: Showing up in numbers shows that we are all in this together. I am encouraging you all to consider showing up to this event. This, too, will be a virtual event. Our goal is to have at least 500 members show up. Lets come together with our fellow members across the state to really kick off negotiations. You will not need to say a thing,, we need you in the room to show our solidarity and that we are very interested in having a fair contract for this contract cycle. We have all worked hard and is shows that even in a pandemic we are able to work and serve Minnesota in ways that are necessary just as they have always been. We have had to learn different ways to manage our work and

service delivery and we are doing it. We will not let them forget that either. Stay connected and read The MAPE news updates so that you are fully aware of the happenings and will know when the date of this event is scheduled and how to get signed up. Also, many thanks to those who are joining the CAT for our regions negotiations communication across local membership. CAT is Contract Action Team and is designed as a method of connection and communication between the negotiations team and each of us as a member. This was something that started last contract cycle and I am happy to see this as a continuation and a way to help provide transparency from the negotiations table all the way down to us as members. As a remainder, Cathy Finken is our Regions 20 Negotiations Representative and will be discussing with us along the way what is happening. The CATS will be spreading her communication down to us in real time and we want to respond in real time. Cathy will talk with us at our local meeting on February 2<sup>nd</sup>. We are looking forward to seeing you all in attendance.

### Strategic Planning

- The board continues to have conversations about the Strategic Planning process. This month, the board participated in activities to understand the purpose of Strategic Planning and identify Stakeholders, in preparation for further analysis. ED Jamoul and President Dayton shared the proposed Strategic Planning implementation plan with the board, but no decision was made regarding plan approval. Members should pay attention for opportunities to participate in upcoming strategic planning events.

Region 20/Local 2001: Each year our region/local leader members gather to review what we have done locally and what goals and strategies we have and can make as we go forward. We review the MAPE statewide strategic plan and/or tactical goals and then really dive into our local. We listen to what our local members have brought forth. This year this meeting will be held on the evening of February 9<sup>th</sup>. Already, we have had members that stepped forward to develop a survey to get out to each of you for your feedback on what you are seeking from MAPE and what that looks like at local meetings and beyond. That survey has gone out and will be closing next week. We will be taking that information and members will collect the data and compare and contrast and we will use this as a discussion point on developing meetings for this calendar year and onward. Again, thank you to the members who stepped forth to assist in this endeavor. Every activity you engage in with MAPE, either big or small or anywhere in between is meaningful and is encouraged and welcomed. I am sure that we are all aware that the term leader is not simply a reference to officers. We have several people who have devoted time and energy to the work of our union locally, regionally and statewide and we are grateful for each other. Taking any sort of initiative in the work the we do and must do to be effective begins your role as a leader. You choose what you are able to engage in and how much time and energy you can devote. The more members that engage means the more people we derive ideas and solutions from and the more each of us learn and grow. And, the more of us getting involved means we “share the burden” When we take on too much, it is challenging to keep doing. There are so many opportunities to connect and take action. And, if there is something that you have thought about and have not brought forth, please consider bringing it to our attention and lets see what we can make happen. We all benefit from each other’s strengths!

## Membership

- The Organizing Council kicked off a statewide membership campaign with a training and gathering of commitments. The campaign focuses on member to non-member calls, much like the election work we did this fall, and will focus on inviting non-members who have joined state service in the past two years to join MAPE. Members are encouraged to participate in their local or regional phone banks, which will be held February 1-4.

Region 20/Local 2001: Yes, we are participating in this event. Although it comes to us with a short notice, we are actively engaging. Our local is joining the calling on Wednesday, February 3<sup>rd</sup>, 5-7 p.m. We will be calling members/nonmembers in our local. Goal is to get acquainted, learn more about them and their concerns and issues, learn why they are or are not a member. And, if they are not a member, would they be interested in becoming a member? So, if you are interested and have not seen an invitation to join, please do not hesitate to let us know that you are interested. And if you can only make a few calls, that is okay. Following the blitz event we will also continue this process over the course of this year and would really like to see you take part in this. Reach out to me: [angela.christle@state.mn.us](mailto:angela.christle@state.mn.us) or any of the local officers.

An additional note. Spring elections will be coming up in May. We are already getting this kicked off with finding people in our local who would be interested in being on the local elections committee. This means, you cannot run for an office. It is a commitment to let members in our local email you with nominations for local officer positions that will be open. You gather these nominations and will be putting them forth to a MAPE staff person, to be announced. If this is a short term commitment that you would be willing to help out with locally we want to hear from you. We will soon have a definite list of what officers positions will be up for this elections cycle. If you have any questions or want to check in with members who have done this for past elections from our local, let us know this as well. We will make sure you are well informed and know what you are committing to. Again, reach out to our local President Steven Speltz or myself [angela.christle@state.mn.us](mailto:angela.christle@state.mn.us)

Reminder: Minutes from the Board of Directors meeting, Executive Team meetings and the Political Council and Organizing Council are available on the [mape.org](http://mape.org) website. Also on the website you will find recorded webinars on current issues and concerns and much more just in case you are not able to participate at the time of the event. Stay informed. Bring forth questions and concerns. Kay Pedretti, our local secretary and chief steward is also very good about getting our local meeting notes sent into MAPE and these can also be found on the website. See you soon!

In Solidarity,

Angela Christle  
Region 20 Director

## **February 2021 Chief Steward Report**

We continue to navigate COVID-19 in 2021. Two vaccines are approved for use, so I am hopeful we will see the light at the end of the tunnel for this pandemic in 2021. If you have questions that arise from the COVID response at your site, please reach out to a local steward. Redeployment is a new item that has been added to the COVID response, please see the FAQ at <https://mape.org/COVID19redeploymentFAQ> or reach out to a steward. COVID leave has changed since the inception of COVID, so be sure to review the most recent policy.

In December, the stewards of Region 20 met to review arbitration decisions. Arbitration decisions help inform us what grievances are winnable and should be pursued. These decisions also help us understand contract language that can be improved for our members. The stewards of Region 20 are scheduled to meet once a month starting in February through May to train on topics important to stewards.

Have you ever wanted to be a steward? MAPE will be offering Basic Steward Training in 2021 on the following dates (all Fridays): April 9, July 9, and October 8. Basic Steward training is normally held at the central office in Shoreview (3460 Lexington Ave N, Suite 300, Shoreview, MN 55126), but will be held virtually at least the first half of 2021. You will be reimbursed for time lost from your job. If you are interested, please contact Kay (kpedretti@winona.edu) OR register at [www.mape.org](http://www.mape.org). These classes run from 8:30am until 4:30pm.

If you are a current steward and are looking to expand or refresh your skills, three Advanced Steward trainings will be held in 2021 (all Fridays): Feb 26, June 25, and October 29. These trainings will be virtual at least the first half of the year and will run from 8:30-4:30pm. You will be reimbursed for this time lost from your job. Please register at [www.mape.org](http://www.mape.org) or contact Kay for more information.

If you ever get called into an investigation or think you have a situation that may be a violation of the MAPE contract (grievance), don't hesitate to reach out to me at [kpedretti@winona.edu](mailto:kpedretti@winona.edu)

Sincerely,



Kay Pedretti  
Region 20 Chief Steward

## **Feb 2021 Treasurer's Report**



2021 02 treasurer  
report.pdf

## **Black History Month programming**

### Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

**\*FOR FEBURAY ONLY 3<sup>RD</sup> AND 17<sup>TH</sup> USE THIS LINK [Join Microsoft Teams Meeting](#)\***



[Learn More](#) | [Meeting options](#)

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### Black History Month Agenda February Noon – 2p.m.

Bring your lunch, family members, and more. Sessions are recorded. Agenda is subject to change. Please have your cameras off if you are not speaking. When you speak or ask questions and it is not in the chat, turn your video on.

Disclaimer – I don't own the rights to any of these videos, also some of the content may have strong language and disturbing photos.

2/1/2021

Introduction From Host/Organizer Maurice Wilson Local 1002 President  
Movie 13<sup>th</sup> Netflix

- <https://www.youtube.com/watch?v=krfcg5pF8u8&t=4s>

2/2/2021

Documentary: The Untold Story of EMMETT LUIS TILL (Documentary 2005) by Keith Beauchamp

- [https://www.youtube.com/watch?v=bvijYSJtkQk&has\\_verified=1](https://www.youtube.com/watch?v=bvijYSJtkQk&has_verified=1)

2/3/2021

Speaker Nyagatare Valens

- Washington DC National Museum of African American History and Culture: Discovering African American history and culture

**2/4/2021**

Speaker Nyagatare Valens

- Washington DC National Museum of African American History and Culture: Discovering African American history and culture

**2/5/2021**

Speaker Nyagatare Valens

Washington DC National Museum of African American History and Culture: Discovering African American history and culture

2/8/2021

Jim Crow of the North - Full-Length Documentary

- <https://www.youtube.com/watch?v=XWQfDbbQv9E>

2/9/2021

Speaker/Facilitator Moi Boudair

- Phillis Wheatly Minnesota Connection

2/10/2021

Documentary: Love Them First: Lessons From Lucy Laney Elementary

- <https://www.youtube.com/watch?v=cvTbCO86JVM>

2/11/2021

Documentary/Film: 1963 The Year That Changed Everything

- <https://www.youtube.com/watch?v=-vEZR5XON4Y>

2/12/2021

Documentary: 8 Minutes and 46 Seconds: The Killing of George Floyd | Full Documentary

- <https://www.youtube.com/watch?v=xvW6PLIDsbI>

**2/15/2021**

Documentary: 8 Minutes and 46 Seconds: The Killing of George Floyd | Full Documentary

- <https://www.youtube.com/watch?v=xvW6PLIDsbI>

2/16/2021

Documentary: Black Wall Street - Full Documentary

- <https://www.youtube.com/watch?v=oJbF9SGB3Yk>

2/17/2021

Guest Speaker: Moi is Getting this done

2/18/2021

Guest Speaker: Ellena Schoop (Scope)

- Growing Up In a Black Panther Family

2/19/2021

Film/Documentary: Black Panthers: Vanguard of The Revolution

- <https://www.youtube.com/watch?v=bqxwTABwtuU>

2/22/2021

Film/Documentary: Black History Before The Slavery (The Kings & Queens Of Africa)

- [https://www.youtube.com/watch?v=Wlx\\_lrw6NbE](https://www.youtube.com/watch?v=Wlx_lrw6NbE)

2/23/2021

Film/Documentary: (MUST WATCH)-TRUE SLAVE STORIES WORD FOR WORD NARRATIVES FROM REAL ACCOUNTS

- <https://www.youtube.com/watch?v=KDZknemkwLo>

2/24/2021

Documentary/Film: 4 Little Girls - Spike Lee Documentary

- <https://www.youtube.com/watch?v=ebuKaY0Klbl>

2/25/2021

Documentary: The Invisible Soldiers (Blacks in WWII Documentary)

- <https://www.youtube.com/watch?v=GHpzak54R34&t=196s>

2/26/2021

Documentary: The Story of Marcus Garvey A Documentary

- <https://www.youtube.com/watch?v=bpsKWGIZlhw&t=50s>