Local 2001 Membership Meeting Minutes

December 1, 2020

Steven Speltz, Vice President, called the meeting to order at 12:05pm via the ZOOM link.

1. Standing Reports
2. Secretary Report:  Kay Pedretti explained November’s minutes can be found at <https://mape.org/news/local-2001-minutes-25> Please contact her with any additions/corrections/concerns.
3. Treasurer’s Report: (attached) Rick Indrelie was not available. The current balance of our local account is $27,104.91. Vote for 2021 budget will be out soon.
4. Membership Secretary’s Report: (attached) Kristen Gallo was not able to join us, but the membership in Local 2001 is currently at 72.97%.
5. Chief Steward Report: (attached) Kay Pedretti reported that there has been some denials of COVID leave that are being grieved in our region. Please contact a steward if your leave is denied.
6. Regional Director Report: (Attached) Angela Christle shared MAPE Delegate Assembly 2021 will be virtual (September 18). She also thanked Jay Smith for his service as President and Negotiations Team member and congratulated him on his upcoming retirement.
7. Negotiations Report: Jay Smith has officially resigned from this position due to his upcoming retirement. Cathy Finken has been nominated as our new Negotiations Team representative. Cathy will be attending her first meeting this Thursday.
8. OBA Report: Pete Marincel shared that there is an updated financial forecast from the state today and it looked better than originally anticipated. The statewide survey for Negotiations will be out in the next few weeks.
9. New Business
	1. Local 2001 Budget vote for 2021—vote will be via email. Watch for the email coming soon.
	2. Local 2001 ZOOM conversation:  Water cooler conversation—Wednesday, December 16th 2:30pm-3:00pm.  Topics: Redeployment, How are things going, How can you get active in your union
	3. Re-Deployment to Health jobs-- Questions/Concerns—Members didn’t have questions at this time.
	4. Topics for upcoming meetings:  January 5th “Everything you wanted to know about Layoffs, but were afraid to ask.”  Survey will be coming to all members for more topic ideas for the remainder of 2021.
	5. Winona State Meet and Confer will break away at 12:30pm for planning meeting.
	6. eFMLA and COVID leave are still available--Contact a steward or see MAPE website for questions.

**December Membership Secretary’s Report**

#### Local 2001 Percentages- As of 11/17/20

**Including Billable Members, our Local’s Membership is at 72.97%**

#### Local 2001 Percentages

|  |  |  |
| --- | --- | --- |
| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 12 | 2.44 % |
| Member | 347 | 70.53 % |
| Non-Member | 133 | 27.03 % |

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!

**Upcoming Quarterly Membership Meetings:**

Looking at dates for more Local Zoom “Happy Hours.”

**November 2020 Chief Steward Report**

We continue to navigate COVID-19. If you have questions that arise from the COVID response at your site, please reach out to a local steward. We have been working with management to make sure we are adhering to the executive orders, as well as the contract. COVID leave has changed since the inception of COVID, so be sure to review the most recent policy.

Stewards in our region met virtually over the noon hour on October 14th to review the layoff procedure. Stewards continue to handle investigative interviews, grievances and performance review appeals for our members. We have an upcoming steward meeting (scheduled to be in person, but moved to a virtual platform) on December 1. We are planning to go over arbitration decisions during this meeting. These decisions better inform us on grievances and arbitrations as we move forward.

Have you ever wanted to be a steward? 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 for well into 2021a. You will be reimbursed for time lost from your job. If you are interested, please contact Kay (kpedretti@winona.edu) OR register on the www.mape.org website. These classes run from 8:30am until 4:30pm.

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

Sincerely,

Kay Pedretti

Region 20 Chief Steward



**Region 20 Directors Report**

**November 2020**

***Board of Directors Meeting was On November 20***

***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

# Member participation in Board Meeting

11 MAPE members joined for all or part of the Board of Directors meeting this month.  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) for the meeting link.   \*there were a couple of Region 20 members present at this meeting and I would like to also encourage any members to be present for board meetings in the future.  It is a good way of knowing in real time what is happening.

# 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 that efforts to support our foundational commitment of diversity and equity, as well as activities to support stewards and chief stewards are not currently reflected on the dashboard and should be.  This is a work in progress, but we hope to have a sharable version for members within the first quarter of 2021.

## Health, Safety, & Jobs of our Members

* MAPE Business agents David Hearth and Dave Kamper provided the board with presentations on COIVD-19 leave and on the COVID-19 telework survey that was sent to all MAPE represented positions.  Response rate to the COVID-19 survey was the highest we’ve ever had to a survey, with over 8K responding.  Members and non-members responded at the same rate, indicating that people in all represented positions are engaged and paying attention to what is happening in the workplace at this time.  The majority of MAPE members are teleworking at this time and over 50% would like to continue teleworking full time going forward.
* Redeployment: MMB has indicated the intent to redeploy 4-500 employees from other agencies to the Minnesota Department of Health to help get through the backlog for contact tracing (over 25K Minnesotans need a phone call).  MAPE held a redeployment webinar to help stewards, local leaders, and other members understand member rights around this activity, and over 100 people attended.  MAPE also discovered an issue in Unionware, the database we use to manage membership, where members who have been redeployed are assigned to the redeployment local.  This is occurring even when the member is redeployed only part time.  After discussing how best to support members and locals through this process, the board has determined that MAPE members who are redeployed and who also hold elected or appointed office and stewards may contact MAPE if they wish to remain in their original local during their redeployment.  Any elected or appointed member or steward who is redeployed who does not notify MAPE of their wish to stay in their original local will need to resign from their elected or appointed positions.

## Elections/Legislative

* Statewide President Dayton recognized the efforts of members and staff to support MAPE endorsed political candidates during the recent election.   Together, MAPE members and staff completed 766 shifts of phone or text banking and literature drops.  102 of these shifts were from members who are not board, PAC, or council members.
* Communications and Public Policy Director Leah Solo provided the board with an overview of the election, including donations from the political fund, and election outcomes.  More analysis is needed to determine MAPE’s position going into the next legislative session and Negotiations period, but the House lost labor-friendly seats, and labor-friendly candidates failed to flip the Senate.

\*I would also like to specifically give a shout out to Region 20 members for their active participation with these election goals and efforts!

## Working with Allies

* MAPE BOD approved $2K to sponsor Masters in Advocacy and Leadership (MAPL) Scholarships this year.  MAPE has sponsored this program in the past, and several MAPE members have completed the program, which is designed to help students learn how to ethically bring about social change and influence public policy.
* MAPE BOD approved a $1000 donation to the East Side Freedom Library (ESFL).  ESFL continues to be an ally and supporter of labor, providing resources and opportunities for labor education and networking.
* MAPE BOD approved endorsing the Minneapolis Rent Control Coalition’s recommended ordinance to establish rent control measures in Minneapolis.  Coalition members Kip Hedges (Teamsters) and Joe Hesla (St. Paul Federation of Teachers, ret.) shared with the board details about the housing market in Minneapolis, where the average rent for a 1 bedroom apartment is over $1500/month and over $2300/month for a 2-bedroom.  Minneapolitans making the median income for Minnesota are paying upwards of 80% of their incomes on rent.  The coalition acknowledges that there is an affordable housing crisis throughout the state and country, and are focusing on Minneapolis in order to provide a framework for other communities throughout Minnesota.  \*As mentioned, this is an issue and concern across Minnesota.  If you have an interest in learning more or joining in efforts for this cause let us know and we will help direct you to the appropriate people to connect with.

# Delegate Assembly 2021

Delegate Assembly 2021 will be a 1-day, virtual meeting, and will take place September 18.  \*This is a Saturday again and is being done virtually as a result of health and safety measures due to the pandemic.  We have learned a lot since the first virtual Delegate Assembly in 2020 and we can learn and grow and iron out some wrinkles to make it a smoother event next round.  This does include information, resources and training availability prior and up to the event date.  Also, the money that we had rolled over from DA with the hotel for 2021 will be rolled over for 2022, at which time we do hope we will be able to commit to an in person Delegate Assembly!

November 30

Board of Directors Emergency Meeting was called on this day to discuss Memorandums of Understanding(MOU’s) Currently in this meeting and will send out notes following the conclusion of this meeting which may also include a seminar.

Local 2001

We continue to be actively engaging with each other as best we can during these times of staying safe and being well.  While in person events are not happening and may not be happening for several more months we continue to make connections in other ways.  We have added additional times to gather in happy hours, coffee times and water cooler sessions to gather and share and support and encourage each other.  Also, a reminder that we continue to have steward meetings and training virtually quarterly over the noon hours and evening events. I see we have had more local members doing basic steward training and that is good news.  A reminder that our chief steward and myself are still encouraging current stewards to attend advanced steward trainings and if you are interested reach out to her, Kay Pedretti, or myself and we can move forth with setting a training date and get rolling on building your confidence in this work!

We want to know what is going on with you?  Reach out as you can and let’s connect!  Let us know if you have any ideas on what you want to see or experience with your union.  Check out the December calendar and schedule.  We look forward to seeing you!

Some local 2001 changes:  Jay Smith has been serving as our Local President and representing us at Negotiations as our Negotiations Representative.   Jay has announced his retirement for this spring and has invited transition early to make it smoot for our local team as well as for the negotiations team.  Jay has appointed Cathy Finken as our new Negotiations Representative, although this is not a new role for Cathy.  Cathy will be stepping down from a state held office of trustee in support of our local and we thank her for this commitment and flexibility and representing our membership at the table with our contract negotiations.  Also, Steven Speltz our local Vice President has really taken initiative in supporting the President, Jay Smith, to allow for Jay to have more time and energy to devote to Negotiations. Since Jay is also resigning his position as local president at the end of December, Steven will automatically move from Vice President to President as laid out in our bi-laws and the Vice President position will be available in our next special elections which will be in February.  At that time the open Statewide Trustee position will also be open for state wide interest.  You are encouraged to consider one of these positions and ask questions as you have them.  You will be informed of the elections process and notified of the nominations window.  Remember, you can nominate yourself too!   Thank you Steven for your support and we look forward to your continued work with Local 2001.  Thank you to Jay Smith for your many years of work with MAPE and stepping back into the thick of it when we needed you.  Although you will be missed, we do still have a few months of your presence and of course we cannot fault you for heading into an early retirement!

Be well!

MAPE Region 20 Director

