**MAPE / MDHR MEET AND CONFER MINUTES**

**July 27, 2020**

**For the Union**: Brianne Lucio, Debbie Prokopf (MAPE Business Agent), Shawn Swinson-Stafford (Chair), Elaine Valadez, Jonathan Wong, and Paul Ziezulewicz

**For Management**: Commissioner Rebecca Lucero and Deputy Commissioner Irina Vaynerman

**1 Meeting Minutes (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following minutes-related topic:

* Shawn Swinson-Stafford noted that the Meet and Confer Committee will submit minutes of the July 13, 2020 Meet and Confer to MAPE Central on July 29, 2020, and that Management is invited to propose any specific changes or additions prior to that date.

**2 Procedural (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following procedural topics:

* Shawn Swinson-Stafford noted who as in attendance.
* Shawn Swinson-Stafford noted that:
	+ Audel Shokozadeh was unable to attend due to his deployment;
	+ Jess Fenlon of SmART was unable to attend due to being on vacation;
	+ Cathy Bisser of SmART was unable to fill in for Jess Fenlon, due to prior commitment.

**3 Disposition of comp time (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following comp-time topic:

* The Committee thanked Management for agreeing to allow members to choose individually whether to cash out comp time or to roll it over.

**4 Reallocation / Hay Process / Range Reassignment (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following Reallocation / Hay Process / Range-Reassignment topics:

* The Committee acknowledged, and expressed thanks for, Rebecca Lucero’s 07-13-20 staff announcement that E & I Officers will become 9Ls, Lead E & I Officers will become 11Ls, Investigators will become 11Ls, and Lead Investigators will become 13Ls.
* Shawn Swinson-Stafford, referencing notes that Jess Fenlon had agreed to send to Rebecca Lucero, asked if there were any updates on future implications of the Hay results, such as changes in performance-review timing, changes in steps, and implementation date. Rebecca Lucero stated that Rebecca Lucero will share this information as it becomes available.

**5 Student-loan reimbursement (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following student-loan topic.

* Shawn Swinson-Stafford noted that MAPE is not necessarily requesting any action by Management now, as MAPE understands that MDHR is facing budget challenges, but that MAPE wants to inform Management that members care about this issue and that MAPE wants to revisit the issue with Management in the future.

**6 MDHR staff re-organization (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following reorganization topics.

* Shawn Swinson-Stafford noted that MDHR’s MAPE membership is generally opposed to layoffs, but that the membership wants to get more information before making staffing suggestions to Management.
* Shawn Swinson-Stafford acknowledged the impact of the MPD (Minneapolis Police Department) investigation on MDHR’s staff organization and asked if layoffs might be part of MDHR’s reorganizing. Rebecca Lucero replied that it is hard to know what is ahead and that Management cannot rule out any possibilities. Elaine Valadez noted that Rebecca Lucero’s reply was fair.
* Debbie Prokopf asked if MAPE could get more specificity, as part of the concern is that MAPE is envisioning the possibility of layoffs. Rebecca Lucero replied that all options are on the table. Debbie Prokopf continued that MAPE is struggling, as MAPE understands that more resources are needed for the MPD investigation, but that it would help to have more specificity as to the goal Management is trying to reach. Debbie Prokopf went on to note that MAPE understands that Management wants to be efficient and effective, but that a little more clarification would help, as there is a lot of gray area with the reorganization issue. Rebecca Lucero replied that Management had a great conversation with the Coordinating Team and that the Coordinating Team gave specific examples of potential ways to reorganize.
* Debbie Prokopf asked what sort of reorganization input would be in the right direction. Rebecca Lucero replied that Management does not need MAPE’s input, but that Management is requesting staff input, and that if MAPE does not want to give input, that would be fine.
* Elaine Valadez noted that Elaine Valadez recalled that people wanted to help with the MPD investigation, and that Rebeca Lucero responded to these people that they could help by doing their jobs. Elaine Valadez then asked if people could volunteer to help with the investigation. Rebecca Lucero replied that Elaine Valadez’s suggestion was so kind, and that the MPD investigation will need more inhouse help, but that it won’t be on a volunteer basis, as the work would be paid, and Rebecca Lucero is not sure if it would be illegal to have people work on a volunteer basis. Elaine Valadez clarified that Elaine Valadez did not mean ‘volunteer” in the sense of working for free, but rather in the sense of offering to do high-level case support. Rebecca Lucero replied that it is true that it helps for employees to do their jobs, as doing so supports MDHR’s efforts to meet its statutory obligations.
* Pau Ziezulewicz asked, in reference to the need for high-level case support, if it would be possible that MDHR might need an additional hire, and if any hires might be internal hires or external hires. Rebecca Lucero replied that all options are on the table for such hires. Paul Ziezulewicz asked if there was a potential internal solution to MDHR’s reorganization challenge. Rebecca Lucero replied that there are many options and that Rebecca Lucero is not asking MAPE to make any decisions.
* Paul Ziezulewicz noted that MAPE members are concerned about layoffs, as members need their health insurance and there are not a lot of jobs available right now. Paul Ziezulewicz added that members did express appreciation for the fact that Rebecca Lucero knows what’s best for MDHR.
* Elaine Valadez asked who the Coordinating Team was. Rebecca Lucero replied that Elaine Valadez should know who the Coordinating Team was, as Rebecca Lucero has presented on the Coordinating Team before. Rebecca Lucero added that the Team includes all managers and supervisors, including E & I Supervisor Salima Khakoo. Irina Vaynerman noted that the Team also includes directors, such as [MAPE members] Audel Shokozadeh, Elise Chambers, and Eric Armacanqui. Irina Vaynerman continued that the Team creates the ability to have a 360̊ view of MDHR writ large, and that the Team is a very collaborate space. Rebecca Lucero noted that March 10, 2020 was the last time the Team met in person.
* Shawn Swinson-Stafford asked if Rebecca Lucero would know how the State hiring freeze might affect MDHR’s ability to hire external talent. Rebecca Lucero replied that what Shawn Swinson-Stafford was asking was a hypothetical and that Rebecca Lucero did not want to answer it, but Rebecca Lucero did note that there are lots of exceptions to the hiring freeze, as shown by the many agencies that have jobs posted.
* Shawn Swinson-Stafford asked if Management develops tentative layoff plans, would Management meet with MAPE to discuss those plans, so that MAPE could propose alternatives. Rebecca Lucero replied that Management will meet its contractual obligations.
* Paul Ziezulewicz asked if there was a dollar amount or an employee count that could be relevant, but that Management has not decided on yet. Irina Vaynerman replied that because of the MPD investigation, there has been a huge increase in the number of intake callers, and that the number of charges has increased as well. Irina Vaynerman added that strategic compliance is important as well. Irina Vaynerman further added that the question is, “How do we support the agency’s work?,” not the need for x number of dollars to support the MPD investigation, and that if you could redream the agency’s organizational structure, how can we do our work better.
* Rebecca Lucero noted that this conversation is harder than Rebecca Lucero had anticipated, as MAPE is not offering any ideas. Elaine Valadez replied that in Equity & Inclusion, employees cover phones every day. Elaine Valadez continued that when no other Spanish speakers were available, Elaine Valadez did cross-training with intake people, and that Equity & Inclusion might be able to take some of the increased intake call volume, not in terms of doing investigations, but in terms of entering information in the computer. Rebecca Lucero thanked Elaine Valadez for this idea and asked how E & I would have the capacity take on this challenge. Elaine Valadez replied that fewer E & I calls are coming in; E & I Officers are not overwhelmed with incoming calls. However, Elaine Valadez continued, E & I Officers are still working, especially with the implementation of strategic compliance. Rebecca Lucero asked Elaine Valadez if Elaine Valadez knew why the E & I call volume was going down. Elaine Valadez replied that E & I is receiving more contacts via e-mail and that E & I is receiving more calls via the main E & I phone number. In addition, Elaine Valadez continued, E & I is being more proactive in its dealings with companies. Rebecca Lucero asked Elaine Valadez if it was correct that these developments have opened up capacity for E & I. Elaine Valadez replied, “Yes” and noted that E & I has received some intake calls, but has forwarded those calls to Intake.
* Shawn Swinson-Stafford asked Rebecca Lucero if the Coordinating Team offered any ideas that Rebecca Lucero found especially appealing that Rebecca Lucero would be willing share with the Meet and Confer Committee. Rebecca Lucero replied that the purpose of today’s discussion was to talk about MAPE’s ideas, not about the ideas of others.
* Debbie Prokopf asked if there was timeframe in mind for completing the MPD investigation. Rebecca Lucero replied that how long a case goes on can depend on how cooperative the parties are. Rebecca Lucero added that cases can go on for over a year, but that there are procedures in place for speeding up investigations such as the ChIRP program.

**7 Scheduling of next two meetings (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following scheduling-related topics:

* Wednesday, September 16, 2020 / 11:00 – Noon
* Thursday, November 19, 2020 / 9:00 AM – 10:00 AM