

PREPARED FOR DELEGATE ASSEMBLY

MAPE Annual Report

SEPTEMBER 2020

MAPE

LINA'S LETTER

Welcome MAPE members to an unusual and unexpected Delegate Assembly. Most of us are in our homes, tuned in to one another and our organization through remote, electronic means. We are fortunate to live in a time where technology allows us to be connected to one another in this way, as challenging and draining as it might be.

We have all been impacted by the pandemic, but we have not all been impacted in the same way. As the poet Damian Barr wrote, "We are all in the same storm, but we are not all in the same boat."

I write this as our colleagues in SEIU who represent janitorial workers in Minneapolis mourn a second COVID-related death in their ranks. Unemployment rates reached an all-time high in April this year. Our siblings in Unite Here saw 98% of their members out of work.

The state budget is predicted to reach a deficit of \$4.7 billion in the next biennium. We have already seen the impact of budget shortfalls and layoffs at the Department of Corrections, Direct Care and Treatment and Minnesota Zoo.

But through it all, our members continue to do amazing work.



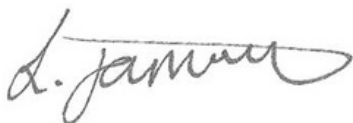
**WE HAVE BEEN A
STEADY SOURCE OF
CONNECTION,
COMMUNITY AND
POWER FOR MANY
OF OUR MEMBERS.**

CONTINUED

Our work maintains the safety net for all Minnesotans, especially the most vulnerable. We have fought for, won and enforced statewide policies that help our members during the pandemic, like the COVID leave policy and the telework policy. We have fought for safety precautions in the workplace and successfully advocated for our contract ratification in the legislature. We have been a steady source of connection, community and power for many of our members.

We still gather, build and organize. These have always been precious spaces, and they are even more so now when we are hungry for connection, yearning to come together while staying apart. We are going through difficult times. Give one another (and yourself!) more grace than you feel like extending. And let us continue to put justice at the center of our mission. It is an honor to work with all of you.

In solidarity,



Lina Jamoul
MAPE Executive Director



**WE ARE HUNGRY
FOR CONNECTION,
YEARNING TO COME
TOGETHER WHILE
STAYING APART.**

HEALTH AND SAFETY

Protecting the health and safety of our members is MAPE's number one priority in the coming year. The challenges we face are numerous: a pandemic that has altered our work and lives in unexpected ways; including a state budget with an unexpected shortfall of \$4.7 billion; and increasing political polarization in the state.

Gov. Walz continues to make hard decisions in the face of the global pandemic, and we've partnered with fellow labor unions to advocate for our members as well as the greater workforce of the State of Minnesota to ensure safety for all during this uncertain time.

We have advocated in the workplace and at the State Capital for our members who are on the front lines protecting our communities during the pandemic.

We've leveraged the use of technology to bring the whole organization together and reach all corners of the state.

Our Meet and Confer teams are voraciously advocating for our members at the agency level while our enforcement business agents partner with stewards and representational teams to protect the rights, health and safety in each member's unique circumstance.

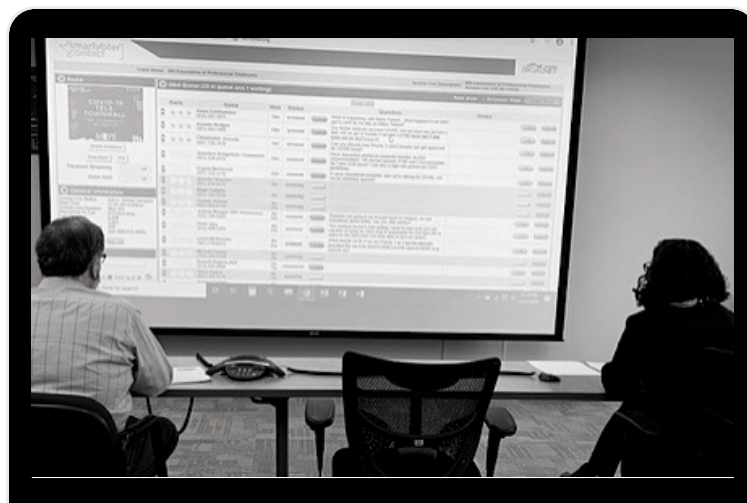
We've fought for and won telework for members at Unemployment Insurance, Disability Determination Services and MNSure. We highlighted health and safety risks when career workforce locations were open to the public.

We fought for and won rotational schedules for case managers in the prisons, and when people were called back to work, we pushed for safe working conditions and continue to monitor the evolving situation.

We worked with the administration on mass testing for employees in direct services. We have challenged, and sometimes overturned, denials of COVID leave. In some cases, like at MNState, we pushed for and reversed administration's decision to call people back to work onsite.

In other cases, like the sanitarians at the Dept. of Health, we have escalated to the governor's office issues like insufficient PPE, and unsafe working conditions.

We communicated all this with our members by hosting three tele-townhalls in March and April when COVID-19 changed our lives and working conditions for the foreseeable future. More than 4,000 of you attended those townhalls, hearing updates, asking questions and connecting with your colleagues and MAPE leadership.



Then-President Chet Jorgenson and Executive Director Lina Jamoul host one of the tele-townhalls on March 26.



LEGISLATIVE AND ELECTORAL

The top priority for MAPE going into the 2020 legislative session was to ratify our 2019-2021 MAPE contract. Though a bill carrying labor contracts moved through the House and was introduced in the Senate with bipartisan support, all legislative action came to a halt by mid-March in the face of the looming pandemic. After several weeks of delay and overhauling the legislative procedures to follow CDC COVID guidelines, the contract began to move again in the House, but had yet to get its first hearing in the Senate. On May 11, the House voted to ratify the collective bargaining agreements and compensation plans as submitted.

The Senate Finance Committee amended the contracts onto a bill carried by Sen. Mark Koran, which would implement the first half of the contract, but eliminate the 2020-21 pay raises. On May 17, the Senate voted to ratify the agreements with modifications, including making the 2020-2021 pay increases subject to MMB projecting a budget surplus in the 2021-2023 biennium.

After review, MMB ruled the Legislature does not have the authority to unilaterally modify the agreements or plans, so they would be implemented as agreed upon by the bargaining units and the administration.

Despite celebrating victories in addition to ratifying the contract, including passing the Alec Smith Emergency Insulin Access bill, work is still left for the Legislature, which continues to meet monthly in special sessions due to the pandemic. The DOC and DHS deficiency funding requests have gone unaddressed, as the Senate refuses to take up the bills, forcing agencies to cut programs and staff, which compromises staff safety and the populations they serve. We also await action on the bonding bill, a critical piece in restoring the economy and rebuilding our crumbling infrastructure.

MAPE worked with other unions to pass changes to workers' compensation law that includes a presumption that whenever a first responder, healthcare worker or others on the front line of the state's coronavirus response gets COVID-19, they got it on the job. This change covers MAPE members who work at DOC and DCT.

Members generated pressure on the Legislature by calling and emailing. We built a coalition with other unions that told the story of how state workers were responding to the pandemic, and garnered press support.

Due to economic impacts of COVID-19 and corporate tax cuts in previous sessions, the state is facing a \$4.7 billion deficit going into the next biennium. It has never been more important that we help elect majorities that understand we cannot cut our way to prosperity in both the House and Senate.

MAPE POLITICAL ACTION COMMITTEE (PAC)

The MAPE PAC is hosting phone banks to protect the pro-labor House majority and help flip the Senate, volunteering for candidates in targeted districts. For more information, go to mape.org. We will also be contacting our members during these elections. These conversations are both to check in on how members are doing, as well as link voting to the interests of state employees. Like the previous cycle, we will again be participating in and supporting the AFL-CIO labor-to-labor program.

POLITICAL COUNCIL

MAPE's Political Council (PC) was established at the 2018 Delegate Assembly to support the union's strategic plan. The PC set three primary goals - develop more MAPE leaders, promote diversity within MAPE and make the union more adaptable.

Since then, we held in-district meetings with targeted legislators and their MAPE member constituents, and hosted listening sessions at select locals to talk about the impact of politics on the lives of MAPE members. The listening sessions taught us how members viewed politics and we taught members how to talk to friends and family about the work we do and why elections matter.

The PC launched a pilot reconfiguration of our union's Day on the Hill, hosting agency-specific visits and meeting with policy and finance committee members relevant to their work in small group settings.

On March 3, House Majority Leader Ryan Winkler met with members and shared his insight with being effective advocates at the Capitol (below).



The next day, DOC member Robin Windsperger (below) testified in the House Corrections committee on staffing shortages and her experiences working as a clinical program therapist at the Lino Lakes Correctional Facility. Nearly 30 MAPE members from DOC central office, facilities and field services around the state shared personal stories with legislators of what it's like to work in high-stakes positions when staffing shortages abound.

Due to increasing COVID-19 concerns, MAPE was forced to postpone additional agency-specific Days on the Hill, but we look forward to resuming when we're able.

The PC achieved several of the goals set - we passed our contract; we got the Alec Smith insulin bill passed; and we established relationships between our members and their legislators.

Minnesota faces historic challenges in the next year. The outcome of November's election will determine how we emerge from this economic crisis. We can rebuild and thrive by electing those who believe in justice, equality and protecting those who make Minnesota a great place to live and work every day.



NEGOTIATIONS

PREPARING FOR OUR 2021-23 CONTRACT

We are gearing up for our collective bargaining work in the coming year. We have a tremendous opportunity to set the tone for an economic recovery and ensure the work our members do for the state of Minnesota is front and center in that recovery. While the austerity mindset backed by a \$4.7 billion state budget deficit will be a challenge, it will be our honor to continue to negotiate the wages, benefits and working conditions for 15,000+ people who are keeping Minnesota moving through one of its greatest challenges.

We plan to advance a narrative and proposals that support a resilient public sector and an economic recovery. Being part of MAPE's negotiations work is a leadership opportunity at all levels, so we plan to build the capacity of the negotiations committee and contract action teams at the local level. We are, of course, doing all this in a remote environment, so we will be experimenting with remote listening sessions and virtual actions as well. There is a role for everyone in our collective bargaining campaign, so please reach out to your regional negotiator to get involved.



MAPE's first Negotiations Convention Sept. 18, 2020 via Zoom

TEMPORARY UNCLASSIFIED

In early 2020, member leaders advanced MAPE's Temporary Unclassified (TU) campaign. About 35 members met one afternoon in December and committed to take the TU issue directly to Gov. Walz. A core team of 10 leaders formed and met every Friday until they secured a commitment from Gov. Walz to attend a public meeting on this issue.

In early March, more than 300 MAPE members filled the Freeman building to hear Walz proclaim that our concerns over this issue are legitimate, and vow to work with us to fix it. Then COVID-19 hit, and progress from the Governor's office halted.

Even so, MMB released a draft appeal process members can use to challenge their classification designation. The new appeal process means that for the first time there is a mechanism to put a check on the agencies that misuse and abuse the status of "temporary unclassified." A team of leaders is assessing that draft and making recommendations to improve it. This policy would not have happened without our work. We expect to be at the table as we test the effectiveness of the policy and work to finalize it.

Through this process, we learned that strength comes from powerful actions that involve members (both those directly impacted and supporters) sharing directly with the governor their experiences and offering solutions. Now the team turns to contract bargaining to tackle the TU issue in negotiations.

MEMBERSHIP

ORGANIZING COUNCIL

Kicking off its second year in existence, MAPE's statewide Organizing Council (OC) continues to focus work in two priority areas - equity and diversity, and membership recruitment through a statewide **virtual** New Employee Orientation (NEO) project.

The Council assembled an Equity Diversity Subgroup in August and accepted all 32 applicants to harness as much of the interest, energy and passion of our members as possible. We know this work is not easy, and that we must continue to engage in difficult conversations and truly hear the voices of our members who have experienced inequities in their lived experiences.

The OC strives to work with the Equity Diversity Subgroup to create actionable change in our agencies and in the greater community, while also acknowledging this work requires a hard look at our own organization and how we can be a more equitable and diverse union.

Throughout the pandemic, we have been reaching out to our members through personal phone calls to check in on how people are doing and to stay connected to our members. Between the Dept. of Revenue, MN State, Direct Care and Treatment in St Peter and the Dept. of Corrections, we have reached out to more than 3,000 members.

MAPE'S FINANCIAL SUSTAINABILITY

THE AUDIT SHOWED OUR FINANCIAL CONTROLS AND SYSTEMS IN PLACE CONTINUE TO PROTECT MAPE'S FINANCIAL HEALTH.

Three factors have contributed to MAPE's continued financial wellbeing in the wake of the 2018 Janus decision - MAPE's membership remains high, MAPE's BOD made responsible and thoughtful budget reductions/operational changes, and MAPE's committees/staff found creative ways to accomplish the union's work efficiently in a virtual environment.

MAPE's financial assets continue strong and steady growth. From June 2019 to June 2020, the total fund balance increased by over \$1.1 million and MAPE's revenues continue to exceed expenses.

From June 2019 to June 2020, the number of dues-paying members decreased slightly from 11,190 to 11,174, a net decrease of 16 members. This is still well above the number of members in the same period in 2017 and 2018 of 9,766 and 10,511 respectively.

MAPE's proposed 2021 budget, approved by the BOD and presented to the 2020 Delegate Assembly, shows a budgetary reduction of \$130,000. This reflects the need to control expenditures while maintaining high levels of effectiveness.

MAPE's financial statements are audited by an outside CPA every year. The audit, again, shows our financial controls and systems in place keep protecting MAPE's financial health. MAPE's Trustees continue to provide a valuable third level of review of financial transactions and reports.

MAPE ELECTIONS

Since our 2019 DA, MAPE conducted one regularly scheduled election and three special elections.

Most notably, MAPE members elected Megan Dayton to serve as their new Statewide President, after 12 years under previous leadership.

In the summer 2020 regular election, 164 positions were open for election, but only 19 of those were contested. Sixty-eight candidates were nominated for those positions. The number of members voting was 3,956, which was 35% of eligible voters.

In the fall 2019 special election, 32 positions were open for election, but only four of those were contested. Nine candidates were nominated for those positions. The number of members voting was 466, which was 34% of eligible voters.

In the summer 2019 special election, 29 positions were open for election, but only three of those were contested. One of these elections was for a statewide position, statewide vice president. Nine candidates were nominated for those positions. The number of members voting was 4,746, which was 39% of eligible voters.

In the February 2019 special election, 39 positions were open for election, but only three of those were contested. Seven candidates were nominated for those positions. The number of members voting was 675, which was 39% of eligible voters.

STRATEGIC PLANNING

A STRATEGY TO BUILD POWER TO CHANGE LIVES FOR THE BETTER

In the coming year we will embark on an inclusive, participatory and democratic strategic planning process to create internal alignment within MAPE among the many different member-body constituencies (board, locals, ERC, councils, meet and confers, negotiations) and staff departments.

Our desire is to create and maintain a vision of success, goals, strategies to achieve those goals, and an implementation process for the strategic plan.

We will produce a 3-year plan that: **guides/directs** our work (reminds us where we're going and how to get there);

activates our resources (involves members at all levels, is something that everyone knows about and talks about); **attracts** allies and draws people into the movement we're creating; continues the **culture shift** toward relational organizing, active citizenship and democracy; and **advances** our goal of becoming a stronger, more powerful union.

We will involve delegates and many other members in opportunities for strategic thinking, learning and acting together throughout the year, and look forward to engaging with you on your vision of a powerful union and your role in making it happen!

2020 MAPE ANNUAL REPORT



GOT ANY
QUESTIONS?

DON'T BE SHY!
E-MAIL US AT ACTION@MAPE.ORG

THANK YOU
STATE WORKERS



SEPTEMBER 2020