**MAPE / MDHR MEET AND CONFER MINUTES**

**February 26, 2020**

**For the Union**: Brianne Lucio, Audel Shokohzadeh, Shawn Swinson-Stafford (chair), Elaine Valadez, Jonathan Wong, and Paul Ziezulewicz

**For Management**: Commissioner Rebecca Lucero, Deputy Commissioner Irina Vaynerman, and Human Resources Specialist Jessica Fenlon

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

Management and MAPE discussed the following minutes-related topics:

* The Committee asked if Rebecca Lucero and Irina Vaynerman agreed that the minutes of the December 23, 2019 Meet and Confer were complete and accurate.
* Rebecca Lucero and Irina Vaynerman replied that they did not recall receiving the minutes. Shawn Swinson-Stafford agreed to resend the minutes to Rebecca Lucero and Irina Vaynerman.

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

Management and MAPE discussed the following procedural topic:

* The Committee noted that due to an appointment, Audel Shokohzadeh would arrive late.

**3 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 asked, in the event of the creation of a new class with a large group of individuals in the class, how would Management prioritize employees for layoffs.
  + Rebecca Lucero replied that this was a hypothetical that Management cannot answer until Management obtains more Hay information.
  + Jess Fenlon replied that Management would have to follow contract language. Jess Fenlon elaborated that under the circumstances described above, the layoff criterion would default from class seniority to State seniority. Jess Fenlon further elaborated that if individuals are tied in terms of State seniority, Management would use lot numbers and randomly pull a name out of a hat. Elaine Valadez noted that this approach is logical.
* The Committee asked about a reputed MMB trend of auditing positions in order reduce their pay ranges, as is reportedly the case with MDE investigative positions.
  + Jess Fenlon replied that MMB has reviewed some classes in which class changes have been “agency initiated.” Jess Fenlon noted that these reviews are not specific to investigative positions.
  + Rebecca Lucero noted that it is Rebecca Lucero’s understanding that positions have been reviewed, but not targeted for reduction.
* The Committee noted that employees want to see the calculation work that went into the Hay-point totals that MDHR recently received, especially considering that a position such as Labor Investigator has 298 Hay points, while the position of MDHR Investigator has only 275 Hay points (but presumably involves greater know how, problem solving, and accountability). The Committee then asked if Rebecca Lucero would agree to allowing Irina Vaynerman to join Paul Ziezulewicz in crafting a request for the relevant data.
  + Rebecca Lucero and Irina Vaynerman replied that Irina Vaynerman did not need to participate in crafting such a request and that the Committee could make such a request on its own. Rebecca Lucero then asked why the Committee was requesting Irina Vaynerman’s participation. Shawn Swinson-Stafford explained that this was simply an attempt to work together in a collegial manner, and that the Committee was not demanding Irina Vaynerman’s participation.
  + Paul Ziezulewicz noted that Irina Vaynerman’s participation would give the data request more weight. Rebecca Lucero replied that it does not matter who makes a data request. Irina Vaynerman mentioned State of MN Data Practices training and noted that State of MN data laws are more liberal than the federal Freedom of Information Act (FOIA).
  + Paul Ziezulewicz noted that the Committee can let Management know if the Committee encounters any obstacles with its data request.
  + Jess Fenlon noted that Jess Fenlon asked MMB if data concerning Hay calculations were public. Jess Fenlon further noted that MMB told Jess Fenlon that one could request the data, but that some information might be redacted. Jess Fenlon went on to note that Jess Fenlon did not know which information might be redacted.
  + Paul Ziezulewicz acknowledged that the Committee would be able to get *some* information from MMB. Jess Fenlon replied that the Committee would be able to get some information from MMB, but that Jess Fenlon does not know how detailed this information would be.
* MAPE acknowledged that Management has stated that Management will use low-cost implementation to manage higher salary costs that might result from the Hay study, and then asked if Rebecca Lucero and Irina Vaynerman could share any specifics as to what low-cost implementation would look like.
  + Rebecca Lucero replied that Rebecca Lucero and Irina Vaynerman know nothing at this time, as they have not received the Hay data that will inform MDHR’s regimen of low-cost implementation. Rebecca Lucero then noted that Rebecca Lucero and Irina Vaynerman have shared information with staff members as Rebecca Lucero and Irina Vaynerman have received it, and that Rebecca Lucero and Irina Vaynerman will continue to do so.

**4 Workhour Flexibility Based on Life Events (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following flexibility-related topics:

* The Committee acknowledged that the Committee has heard that Management is working on clarifying MDHR policy as to whether employees are allowed to work in the office on weekends (with special attention to the question of whether employees can make up for lost weekday time by working in the office on weekends). The Committee then asked if Rebecca Lucero and Irina Vaynerman had any updates to share on this policy clarification.
  + Rebecca Lucero replied that Rebecca Lucero was glad that the Committee brought up this issue. Rebecca Lucero then noted that there is an eleven-member Coordinating Team that is looking at this issue through an equity lens. Rebecca Lucero further noted that the Coordinating Team is currently working through the process, and that there are no next steps at this point.
  + Elaine Valadez noted the CDC has spoken out about the coronavirus outbreak, and then asked if employees could work from home when the outbreak hits Minnesota. Rebecca Lucero and Irina Vaynerman replied that COOP (Continuity of Operations) would take effect in that event. Irina Vaynerman noted that COOP would have enterprise-wide implementation.

**5 MSRS Presenter (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following MSRS-related topic:

* The Committee thanked Rebecca Lucero for Joint Executive Assistant Tessa Lara’s recent scheduling of an MSRS presenter to visit MDHR on March 9, 2020.

**6 Tentative scheduling of next meetings (Local Concern, CBA Article 32, Section 2)**

Management and MAPE discussed the following scheduling-related topics:

* The Committee noted that the Committee will schedule meeting Meet and Confers two at a time from now on, in order to increase the likelihood that MAPE Business Agent Debbie Prokopf-whom Rebecca Lucero not met yet-will be able to attend.
* The Committee noted Tessa Lara has held the dates and times of the next two meetings on Rebecca Lucero’s and Irina Vaynerman’s calendars, and that the meetings are scheduled for:
  + Wednesday, April 8, 2020 / 2:00 PM – 3:00 PM; and
  + Wednesday, May 27, 2020 / 11:00 AM – Noon.