**MAPE Local 2001 Meeting Minutes**

September 7, 2021 @ Noon

Steven Speltz called the meeting to order at 12:04pm.

1. Standing Reports
	1. Secretary Report: (attached): Kay reported the minutes from last month were attached to the meeting invite and you can also find them at <https://mape.org/locals/2001> . No questions were raised on last months minutes.
	2. Chief Steward Report: (attached) Anthony Riesberg reported there are some outstanding grievances in our region. Basic Steward training is coming up on October 8 from 8:30-4:30pm via ZOOM.
	3. Treasurer Report: (attached): Rick reported the local is currently at $33,050.13.
	4. Membership Secretary Report: (attached) Nicole reported that the Local 2001 is at 71% membership. Voting on the contract starts tomorrow and goes thru Sept 17th. Nicole reported she goes to Membership Secretary collective once a month to learn from other Membership Secretaries.
	5. Regional Director Report: (attached) Angela Christle asked members to ask questions about the contract before voting. Delegate Assembly is coming up on Sept 18. Our delegation from Local 2001 will meet on Thursday to review Resolutions. All members are encouraged to attend the member comments (via Zoom) at 11:30am on the 3rd Friday of the month. The Statewide MAPE Board of Directors listens to members once a month.
	6. Negotiations Report: Cathy Finken reminded us to vote on the contract starting tomorrow. Sept 17th is last day to vote. The Negotiations team continues to meet once per month to keep pushing on the Unclassified issue. The tentative agreement is on the MAPE website now for you to review.
	7. Organizing Business Agent Report: Pete Marincel was not present at this meeting
2. MAPE Minute/MAPE Tip—Delegate Assembly is one way to get involved for a short period of time in your union. We encourage members to look into becoming a delegate next year to see how the governing of MAPE works.
3. Delegate Assembly Resolution Review: Delegate Assembly (DA)is an annual event where each region elects delegates. DA is MAPE’s highest governing body. Some changes to governing documents like election rules and dues adjustment can only happen at DA. There are 6 Resolutions up for debate (one was withdrawn). These resolutions will be debated on September 18. A summary of the resolutions is pasted below (source: MAPE webpage)

**Resolution 1: Provide an alternate for Judicial Committee**

This resolution would state the Judicial Procedure have a replacement chair if a complaint is brought against both the President and the Vice President.

The Judicial Procedure currently states that there would be a replacement Chair if a complaint is brought against the President.

Authors: Lynn Butcher- lbutcher@mape.org; Tess Flom- tflom@mape.org

**Resolution 2: Board workgroup updates**

This resolution is seeking to:

1. Remove the language in the bylaws restricting workgroup members to be members of the Board of Directors.
2. Newly formed workgroups can choose their own representatives for the Board Workgroup.
3. Maintain a list of all current board workgroups, sub-groups, task forces and advisory groups it has created.
4. Make this list available on the MAPE website
5. The list will include information on scope, composition/structure, current members and term length/limits.

Author: John Ferrara- Jdferrara60@gmail.com

**Resolution 3: Meet and Confer Committee expansion and updates**

This resolution seeks to change the language about Meet and Confer Committees in the bylaws to include:

1. A Vice-Chair and Secretary
2. The Speaker to be elected in odd-number years within one month of contract ratification,
3. The Speaker to be restricted to no more than three, two-year terms.
4. The committee allows up to 12 members and two alternates.

Author: Kirsten Peterson- kpeterson@mape.org

**Resolution 4: Withdrawn**

**Resolution 5: Membership of Executive Committee and clarifying the role of the council chair**

This resolution aims to remove the Political and Organizing Council chairs from the Executive Committee and instead, have the chairs be a liaison to the Executive Committee.

Authors: Lynn Butcher- lbutcher@mape.org; Tess Flom- tflom@mape.org

**Resolution 6: Change MAPE election rules to clarify nomination procedures**

This resolution would like to clarify that individual members many only nominate members from their local for regional or local positions.

Authors: Christopher Cimafranca- Christopher.Cimafranca@state.mn.us; Stephanie Boucher- boucherstephanierae@gmail.com; Dan Dodge- dan.j.dodge@gmail.com

**Resolution 7: Two-year plan to revise election rules**

This resolution proposes a two-year plan to revise the Election Rules. The next MAPE election be held in spring of 2022 as scheduled, but after that move the MAPE election to the fall of odd years (the following election would be Fall of 2023).

1. Political Council event in Rochester on September 10: John Ferrara introduced us to this event. The Political Council will be at RCTC on Friday for their meeting. The Political Council is building a statewide infrastructure. They are starting in Rochester and hope to expand from there. If folks are interested, please attend—Room EA241 at RCTC (9:00am-11:30am). Any questions please contact John.
2. Comments/Questions on Contract or COVID testing policy: Steven opened up the floor. There were questions about the testing policy/vaccination policy. The deadline to submit your vaccination data is coming up quickly. WSU told members it was not an option to Telework instead of be tested. Each agency has taken a different approach to this. You can use sick time if you are sick with COVID.
3. Feel free to always leave ideas in our digital Suggestion box [https://winona.az1.qualtrics.com/jfe/form/SV\_6lg5IBKF768W1sa](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwinona.az1.qualtrics.com%2Fjfe%2Fform%2FSV_6lg5IBKF768W1sa&data=04%7C01%7Ckpedretti%40winona.edu%7C442b86888f13436dfdcf08d8dd91110b%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637502962427748022%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=wTzuWPY0IPbdBXyxS9f%2FUTDwmM98WSluokNJWpX0lNU%3D&reserved=0)

Meeting adjourned at 12:59pm.

Sincerely, Kay Pedretti

**Region 20 Director’s Report**

 **August 31, 2021**

Greetings Region 20! Here is a quick note to let you all know some of the happenings. Attached you will also find some talking points from our August Board of Directors meeting that took place on August 20, 2021. I shall not ree-event that wheel, but might add a bit here prior to you reading that portion.

I would like to remind you of the upcoming need to become a member by September 2nd if you want to be able to vote for the MAPE contract. The Negotiations team, members and staff, worked very hard and long on negotiating with Minnesota Management and Budget to accomplish what they were able to achieve. Many thanks to/for them, the CATS(contract action teams) and members all across MN who volunteered countless hours to support the efforts of the negotiations team and I must reiterate my gratitude to each and every person that got involved in some way. And, all ways do matter. Many thanks! Those who are dues paying members now and by September 2nd will soon thereafter received an email with a link to vote on the contract. As your elected representative, regional director, I would like to report that the entire board did vote unanimously to support the negotiations team to bring forth the contract to each of you for your vote. Although there are things that we did not get this round, our contract does have wins. Please go to the MAPE portal to view more information on the contract: mape.org. Region 20 has had multiple meetings and multiple times over the past several months, both to keep people informed as to ask for members action as well as follow up meetings in person and virtually to make opportunities for our region to ask questions and to gather information from those who have the answers. Again, many thanks for all those who devoted time and energy for this important work. There are still opportunities to ask questions if you have them. Bring your questions to the local meeting on Tuesday, Sept 7th from 12-1 and we will meet you there.

Region 20, as has been true of the last few years, will continue forth in growing our union and growing with our union. The officers of your region and local will come together again to strategize and develop as we prepare to enter a new year. The plan is to come together in November to join together, combining two meetings into one and spend time focused on how our region will continue to be active in statewide initiatives as well as how we can really focus on members in our region. We continue our ask of you to add to this conversation. What do you want in your union? And, how can we make it happen? There are several avenues to connect with us. The additional coffee breaks, watercooler breaks and happy hour events will keep being added as we have need and want. Also, you have the opportunity to reach out to your local officers, chief steward, negotiations rep and myself if you have thoughts, suggestions, ideas and of course, concerns. You have the anonymous option of drop box as well. We have received feedback and suggestions in all of these forms and welcome them. We have implemented some of the suggestions and will keep doing so as they make sense in our union work. As I mention from time to time, if you are interested in having some more active roles or simply want to engage in an activity from time to time, there will always be a place or role for you. MAPE is our union. We have many leaders in our workplaces that may not be in official roles, but nonetheless, they/you are leaders. If you would like to be part of this meeting let us know. You are welcome!

Delegate Assembly is soon to be here. Delegates and Alternates are getting registered, do so now if you have not, and the planning keeps moving forth. I will be involved with an accessibility session with our virtual platform for DA on the morning of Sept 7th to be sure the virtual platform is accessible for our participating members and all of us that plan to be participating will join in on a test run Sept 9th in addition. Region 20 Delegate Assembly participants have volunteered their time to meet the evening of September 9th to review and discuss the resolutions. I look forward to these thorough discussions. Join us at our local meeting on September 7 at noon and we will be sure to let you know what the resolutions are and where to find them if you have not had a chance to review. I encourage you to ask questions and provide your thoughts. Delegate Assembly is happening virtually again this year. There is discussion underway for our region to meet in person on the day of the event with our group in a space that is conducive for everyone’s health and safety. DA is on Saturday, September 18, 2021. Delegate Assembly is our unions highest governing body and this is where we listen, discuss and debate the resolutions that are being presented and then vote. This is important work. Many thanks to all who are on the team this round! And, yes, you have guessed correctly, if you want to learn more or have an interest in knowing more just reach out. It is an interesting way to get more involved and it is a time commitment of a day or two in a year. A few more hours of commitment to just understand the process and how it works and have a few interactions with the team and then you jump right in. Many thanks to MAPE members who have taken the time to look at our union organizations and see areas that they would like to see change to the degree that they come together to write resolutions to facilitate change.

September 10th is a day coming up to spend some time with MAPE’s statewide Political Council. They have reached out to members of Districts 25 and 26 to join them for an in person/virtual event that day. If you are in one of these districts and did not receive an invite, please reach out to John Ferrara, from our local who serves as vice chair on the Council. You could also reach out to me, angela.christle@state.mn.us and I will get you more information. I hope to see many of you there and we will learn together. They are starting this particular initiative in Rochester and going to other parts of the state soon thereafter. Join John on September 7th local meeting to learn more.

The Organizing Council is always trying to build membership and organize around important union work. They are discussing a book read and review of:“How to Jump Start Your Union” which is a book detailing the Chicago Teachers Union efforts. Follow this link and learn more:

[https://www.labornotes.org/store/jump-start-your-union?back=https%3A%2F%2Fwww.google.com%2Fsearch%3Fclient%3Dsafari%26as\_qdr%3Dall%26as\_occt%3Dany%26safe%3Dactive%26as\_q%3DWhat+is+the+book+how+to+jumpstart+your+union+about%26channel%3Daplab%26source%3Da-app1%26hl%3Den](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.labornotes.org%2Fstore%2Fjump-start-your-union%3Fback%3Dhttps%253A%252F%252Fwww.google.com%252Fsearch%253Fclient%253Dsafari%2526as_qdr%253Dall%2526as_occt%253Dany%2526safe%253Dactive%2526as_q%253DWhat%2Bis%2Bthe%2Bbook%2Bhow%2Bto%2Bjumpstart%2Byour%2Bunion%2Babout%2526channel%253Daplab%2526source%253Da-app1%2526hl%253Den&data=04%7C01%7Cangela.christle%40state.mn.us%7Cc39ec682f78a4405ede908d96ce422cb%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637660549350019043%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=OotroP7A55CqCMi6QBq8gOiMkIzywUUrK%2FmsZGfuih4%3D&reserved=0)

Once I learn more about this I will be sharing with all of you. Check it out and let me know your thoughts. We could potentially consider this with members just in our region as well. There are all kinds of options if we want to invest time and effort with one another. This may be a good read with our stewards group as well!

Stay informed with MMB and your direct team of leadership at your work place so that you do not miss important news on vaccinations and testing and reporting. There tends to still be some unknowns and questions circling around. Please reach out to your local or state Meet and Confer teams to help address any issues or concerns as well. Also, our stewards, chief steward and business agents are here to help. Reach out so that you know what you need to know. Also, keep looking at the update communications that come out from MAPE. I know we are busy in our work and may not always read those messages, but remember, those emails are informative and communicate what we need to know when we don’t always get it all within our agencies.

Here is to wishing you all a smooth transition as we start going into the fall and getting back to different settings with school and work with our selves, families and our coworkers and colleagues. I wish for all of you some more special time with family and friends in our Minnesota summer into fall weather!

Cheers!

Angela Christle

Region 20 Director

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**BOARD OF DIRECTORS Talking Points**

**20 August, 2021**

# Member participation in Board Meeting

Several MAPE members joined for all or part of the Board of Directors meeting this month. No members addressed the board during member comments. 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.

# MAPE tentative contract agreement

A group of MAPE Negotiators and staff are reviewing the redlined (or updated) copy of the MAPE Contract to ensure the agreed upon language is reflected. Once that group approves the language and changes are finalized, MAPE members will vote on whether to ratify the agreement.

MAPE Board approved contract voting language.

# Strategic planning

MAPE Board approved entering into a contract for strategic planning with M State Partners, as recommended by the MAPE Executive Committee. The Executive Committee felt M State Partners provided the most comprehensive plan for member engagement in the strategic planning process, and their extensive knowledge of Minnesota politics, as well as labor experience would allow them to guide the board in development of a robust 3-5 year plan.

# COVID-19 vaccine policy

MAPE Board discussed member reactions to the policy. MAPE members hold a variety of beliefs about the policy and have been voicing them to officers and directors. Many members have responded to the statements from the MAPE Executive Committee and President and have endorsed support for the vaccine and the mandate, while others have expressed concerns for their individual liberties or concerns regarding their private health data. MAPE has not taken a stance on the vaccine mandate, however, we are concerned that the state rushed a policy forward without negotiating terms, as required by law. MAPE is determining the best way to exert our right to be bargained with over decisions that affect our members, particularly those that have workplace safety implications. While there are different views on the current public health crisis, it is important to focus on protecting the union’s rights to be able to represent all of our members.

# MAPE Structure

Board Governance workgroup recommended discussion about MAPE structure be incorporated into Strategic Planning. The workgroup will instead work with our consultant to provide the MAPE Board with options for staff structure.

MAPE Board approved a contract extension for Community Consulting Group, the consultant to the Board Governance workgroup. This contract allows the workgroup to continue working with the consultant. MAPE is only billed for services provided under this contract.

# Delegate Assembly

## Charter

While the DA Planning Taskforce has completed the bulk of their work for 2021, MAPE Board approved the DA Planning Taskforce Charter. This charter will serve as a template for future planning taskforces.

## Budget

MAPE Board approved the budget as prepared by the Board Finance Workgroup to be presented to Delegate Assembly for final approval.

## Resolutions

MAPE Board approved the recommendations from the Constitution and Rules committee regarding the resolutions ready for debate and order of resolutions to be presented for Delegate Assembly.

## Standing Rules

MAPE Board approved the standing rules for Delegate Assembly 2021; an additional rule was added regarding budget amendments.

## Lunch Reimbursement

MAPE Board approved reimbursement for up to $25 for delegates and alternates for lunch; delegates and alternates are able to purchase lunch either 9/17 or 9/18. The lunch reimbursement replaces promotional items (MAPE swag) that is typically given at delegate assembly.

# MAPE Workgroups

MAPE Board considered and rejected a resolution brought forward changing by-law language around board workgroups.

MAPE Board approved charters for two taskforces: DOC Taskforce to support DOC Statewide Meet & Confer and Essential Worker Taskforce.

MAPE Board dissolved the IAF Workgroup as no longer needed; this workgroup had been in place to approve attendees to IAF Leadership workshops, however, MAPE does not have a current contract for services with IAF and has not sent any members to training for several years.

**September Membership Secretary’s Report**

#### Local 2001 Percentages- As of August 10, 2021

**Including Billable Members, our Local’s Membership is at 71.75%**

|  |  |  |
| --- | --- | --- |
| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 10 | 2.06 % |
| Member | 338 | 69.69 % |
| Non-Member | 137 | 28.25 % |

**Upcoming Membership Meetings:**

Following the regional informational meetings, **electronic voting on the tentative agreement will begin on Sept. 8** and continue through 11:59 p.m. on **Sept. 17**. Only members may vote on the tentative agreement. The MAPE office must receive membership applications by 11:59 p.m. on **Sept. 2 to vote**. You may join online at [www.mape.org/join-mape](http://www.mape.org/join-mape).

9/8 – Membership Secretary Collective

9/18 – Delegate Assembly

September 2021 Chief Steward Report

Steward Tip: You can’t know everything all the time so when you don’t know the answer to a question review the MAPE contract and seek assistance if you have questions.

As we continue to adapt to changes in guidelines, processes and the work environment continue doing your job the best that you can possibly do while we deal with the impacts of COVID-19.

When you have questions or are not sure about something your MAPE Stewards and Business Agents are available to help answer your questions, so if you can’t find an answer in the MAPE contract feel free to reach out to someone when you have questions.

The tentative MAPE contract agreement details have been shared and if you would like to vote on the contract make sure to become a full voting rights eligible MAPE member to vote on the contract.

If time permits try to say Hi to a MAPE member or attend a MAPE Meeting or Social Event as we help support each other going forward.

Sincerely,

Anthony Riesberg

Region 20 Chief Steward