MAPE Local 2001 Meeting Minutes

12/07/21

**Call to Order** (Mel Markert, Vice President)

**Reports**

* Secretary Report: November minutes--Click ‘minutes’ tab at this site <https://mape.org/locals/2001>
* Chief Steward Report: Attached
* Treasurer Report:
* Membership Secretary Report: Attached
* Regional Director Report: Attached
* Organizing Business Agent Report:

**Important Upcoming Events**

* December 14th (6:00 – 7:00 PM) MAPE COVID policy listening session via ZOOM
* December 15th (9:00 – 10:00 AM) Coffee Break Conversation with MAPE Local 2001 leaders via ZOOM
* December 15th (Noon – 1:00 PM) MAPE COVID policy listening session via ZOOM
* January 28th (8:30AM – 4:30 PM) Basic Steward Training
* February 25th (8:30 AM – 4:30 PM) Advanced Steward Training

**Unfinished Business**

* None

**New Business**

* MAPE 2021 Accomplishments
  + Contract Negotiations—contract in interim effect. Backpay coming on December 17. Cathy Finken, Negotiations Rep, discussed highlights and challenges
  + Other Topics—Local 2001 pivoting to COVID –ZOOM meetings at different times
* We have added 2 meetings for MAPE members to address their concerns on COVID testing policy and practices. Both meetings are over ZOOM. You should have received a calendar invite to both.
  + If you can’t make it to the meetings and want to give input, please reach out to Steven or Mel
* MAPE Minute and Tip – Review resources on MAPE website. **Everyone be sure to check your backpay coming up on December 17th.**
* Region 20 elections in 2022: Regional Director and Negotiations Rep up for election in early 2022
* Next steps in the contract process
  + Back in October, the SER (Subcommittee on Employee Relations) recommended that the legislature ratify our contract (<https://mape.org/news/legislative-committee-passes-mapes-contract-interim-basis>)
  + Now the legislature needs to pass the contract by mid-May of next year
  + There will be an online “Day on the Hill” opportunity for us to appeal to our legislators on behalf of the contract
  + Be on the lookout for other opportunities to promote passage of our contract!
* Our business agent, Pete Marincel, is looking for any information from members who have concerns about SEGIP’s pharmacy benefits – access to certain pharmacies, certain prescription drugs, or processes for prescription approval, etc. The state is currently in the process of selecting the next pharmacy benefits management contractor (either the same one we have or a different one), and we want to engage with SEGIP about improving our contract with that pharmacy benefits manager. Contact Pete (pmarincel@mape.org) with information or concerns.

**Adjourn**

**2022 Important Dates**

January 4th – Noon: Monthly Meeting Broadcast via ZOOM

January 28-8:30-4:30-Basic Steward Training

February 1 – Noon: Monthly Meeting Broadcast via ZOOM

February 25--8:30-4:30-Advanced Steward Training

March 1 – Noon: Monthly Meeting Broadcast via ZOOM

April 5 – Noon: Monthly Meeting Broadcast via ZOOM

April 8--8:30-4:30-Basic Steward Training

May 3 – Noon: Monthly Meeting Broadcast via ZOOM

June 7– Noon: Monthly Meeting Broadcast via ZOOM

June 10--8:30-4:30-Basic Steward Training

August 12--8:30-4:30-Advanced Steward Training

October 14--8:30-4:30-Basic Steward Training

December 9--8:30-4:30-Advanced Steward Training

Officer reports below

Logo, company name

Description automatically generated

**November Membership Secretary’s Report**

#### Local 2001 Percentages- As of September 21, 2021.

**Including Billable Members, our Local’s Membership is at 69.9%**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Local 2001 Percentages as of November 30, 2021**   |  |  |  | | --- | --- | --- | | **Person Type** | **Record Count** | **Percentage** | | Billable Member | 11 | 2.22 % | | Member | 335 | 67.68 % | | Non-Member | 149 | 30.10 % | | . |
| . | |

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| . |

December 2021 Chief Steward Report

Steward Tip: Make sure to thank your local MAPE members

Thank you to everyone who was willing to participate in the MAPE Planning Process.

As the end of year approaches, I wanted to thank everyone for all of your efforts this year.

Not every member may know this but MAPE Icon is literally the Minnesota Association of Professional Employees.

It is especially important that we recognize and make sure that all our members in each local know how much they are appreciated.

Every day MAPE members work hard to best represent MAPE, the State of MN, our Organizations and Teams while we serve in our roles regardless of our personal lives, years of experience, or background and education.

While we continue to adapt to change make efforts to always be kind and respectful to your team members and the communities and people that we serve.

Thank you again for all of your efforts this year.

Sincerely,

Anthony Riesberg

Region 20 Chief Steward

Basic Steward Training 1/28/22

Advanced Steward Training 2/25/22

Basic Steward Training 4/8/22

Basic Steward Training 6/10/22

Advanced Steward Training 8/12/22

Basic Steward Training 10/14/22

Advanced Steward Training 12/9/22

# **Region 20 Director’s Report**

# **December 1, 2021**

The Board of Directors met on November 18th and 19th following a few relationship building sessions that met for 1.5 hours on three Wednesdays previous. I think we have found that the relationship building sessions really helped us to have more focus, team building, open and intentional conversations which allowed for sharing of information, ideas, thoughts and more. We set good intentions for active listening as well.

Day 1 – Thursday 18 November 2021 Board of Directors met with MN State Partners consulting group to review the strategic planning process thus far. We discussed goals of this meeting, our ground rules and technology and how it will be used while facilitating the meeting. We then rolled forth with stating, reviewing and discussing MAPE’s mission statement *and our core values.*

1. **Review of Phase I**
   1. Brief recap of M State Partners report
2. **Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis**
3. **Conversation on Equity, Diversity, and Inclusion**
4. **Governance and Structure**
5. **Issue-centered exercises**
6. **Debrief and adjourn the Board**

Day 2 - Friday 19 November

* 1. Check in

1. **Membership and engagement**
2. **Politics**
3. **Member comments –** *time certain 1130*
   1. No members addressed the Board
4. **Resources**
   1. Region 9 requests numbers of staff to member ratios with other unions
   2. Region 9 requests data on dues of other unions
   3. Region 7 requests staff salaries compared to other unions
5. **Wrap up**
   1. Process, timeline, and next steps
6. **Debrief**
7. **Governance**
   1. Committees
      1. Finance Workgroup
         1. Investment performance
         2. Crisis Fund Investment policy

**M(**Treasurer**)SP** to adapt changes to the crisis fund investment policy. **Consensus**

**M(**Treasurer**)SP** moves to move $500,00 from our undesignated reserves to the crisis fund by the end of December 2021. **Consensus**

**M(**Treasurer**)SP** to move $100,000 per month from our undesignated reserves to the crisis fund from January through December of 2022. **Consensus**

Region 15 asks the Executive Committee to consider messaging about movement of money into crisis fund

Region 1 requests Executive Committee report on first floor renovations

* 1. Minnesota Department of Education move – *time certain 1330*

**M(**Blagsvedt**)SP** to assign zip code 55413-2614 to Local 1002. **Consensus**

Region 6 requests more information on location moves that have already happened (within Region 6)

**Consent Agenda:**

1. Minutes
   1. Board of Directors 2021-10-15
   2. Executive Committee 2021-11-04
   3. Executive Committee 2021-11-05
2. Reports
   1. President
   2. Vice President – *no report*
   3. Treasurer
   4. Secretary – *vacant*
   5. Organizing Council
   6. Political Council – *no report*
   7. Meet and Confer – *no report*
   8. PAC – *no report*
3. Staff materials
   1. Staff report 2021 November
   2. Grievance report 2021 October
   3. MAPE Financial report 2021 October
   4. Member percentages year-to-year 2021 November
   5. New members report 2021 October

Draft minutes will need to be approved and once that happens they will be posted on mape.org for you all to see a more detailed view of the meetings.

Region 20 leadership met on November 5th to make a plan for Local 2001 for 2022. There are many ideas and many thoughtful conversations about how we see ourselves moving forth this next year and this is all aligned with what members across our local 2001 have expressed along with the rest of our fellow MAPE members across Minnesota as to what is important to us and for us as a union. Thanks to all of you who have taken the time to answer the survey, had one on one conversations and had joined into a variety of different group discussions over the past few months. And, as always, thank you for bringing things to us here locally including using all options available to you to be sure you are being heard!

And, TODAY’S news:

Begin forwarded message:

Meet at 3pm at 707 2nd Ave S, Minneapolis on December 1st

Dress appropriately for weather and marching.

We’ll end at City Hall: 350 South 5th St., Minneapolis

About the [Rally](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Ffb.me%2Fe%2F2Kj6yYUH1&data=04%7C01%7Cangela.christle%40state.mn.us%7Cefba07d29aa24d57112008d9b5195da0%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637739942813621614%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=IBjR0f772Eq37TLpoT9wpjMn28W5PGF%2Be%2FwD%2BapA1Uk%3D&reserved=0):

Join us in downtown Minneapolis to rally & demand that Essential Workers be RESPECTED, PROTECTED & PAID (not just praised).

Our demands include:  
•Compensation for Essential Workers who have risked their lives.  
•Health and safety protections for all workers.  
•Increased and permanent funding for workplace education and enforcement.

As the shopping season starts and CEOs celebrate record salaries and profits, the frontline Essential Workers who have kept Minnesotans safe, fed, educated and cared for have still received little (to no) compensation for their efforts, and often face basic violations of their workplace rights.

On a day when hundreds of thousands of workers will take action across the US, workers and allies will rally, speak out and march to:

• Remember the workers who have sacrificed their time and health, and tragically, some of our brothers and sisters who lost their lives.

• Demand that Republican legislators and their corporate backers release the $250 million blocked in the Frontline Worker Pay Working Group.

• Call on Minneapolis and Minnesota officials to fund policies like essential worker pay, education + protections for frontline workers who \*never\* had the chance to work from home during this pandemic.

• Demand CEOs who make record salaries while working from the safety of their mansions to pay their fair share and respect the rights of workers.

Leah Solo

Director of Public Affairs and Communications

Minnesota Association of Professional Employees

[lsolo@mape.org](mailto:lsolo@mape.org)

507-351-0961

The rally was happening as I was writing this. Maybe some of you had joined in. It was short notice so many of us were not able to make it. However, although rallies are empowering, there are also many other ways to be present in supporting this and other pro labor actions and movements. Please be in touch with our state legislators and let them know you care about our Minnesota, our public and our needs for fair

compensation and more. Thank you all for your continued dedications to public service! I cannot say it any better than how Leah Solo said it above! Be sure to watch the news internally and externally.

The Board of Directors will continue to have more relationship building sessions and will continue working diligently with the MN State Partners Consultants to develop the strategic plan that we members have been engaging in. It is so awesome to see Local 2001 taking such initiative to participate in this very important work. I encourage you to keep stepping up and in as you want and need to. As always, there is room for you here in MAPE! It is your union! It is our union!

Unfortunately, I will be unable to be with you on our local meting on December 7th due to my workload. I want to set the intention with you to take a break for yourself and your families this holiday season and enjoy time with the people ant things that bring you comfort and peace. And hoping you experience joy. We know this season can be quite difficult for many as well. Know that we are thinking of each of you. Finishing up another year allows us time to review the year that we are leaving behind and to look towards the new year with renewed hope. Take care!

In Solidarity,

Angela Christle

MAPE Region 20 Director

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