

# Meeting Minutes

November 08, 2022 via Zoom

## Meeting agenda – via consensus

* Approved

## Lunch Donation – Liz Pearson, President

**Two charities are chosen and each will receive $250. (109 Responses)**

* [Friends in Need Food Shelf](https://www.finfood.org/) **– 30 votes (27.5%)**
* [Honor the Earth](https://honorearth.org/) **– 15 votes (13.8%)**

## Opening Announcements – Liz Pearson

* November is Native American Heritage Month and today is also Election Day! Several of our MAPE Officers are out today serving as election officials. Thank you to all of them for their service!

## Welcome New Members – Liz Pearson on behalf of Alexis Stafford

* Welcome to our new MAPE members: **Welcome new members: Cameron Reynolds, Ryan Johnson, Angelique Calotescu, Matthew Milner, Meghan Lippert, Kathleen Nyhus, Seema Menon, Linda McAdoo, Rebecca Vranish, and Elizabeth Ryan!**
* Join Alexis at one of our **First Friday** lunchtime meetings. First Fridays is an informal meeting to connect with other newly hired DHS employees.
* Liz met with many people during MAPE-tober and had a lot of great conversations and hopes to talk with more of you in the coming year.

## MAPE Stewards – Liz Pearson on behalf of Dylan Adams

* Advanced Steward Training is December 9th
* Teresa Barnes will become our new Head Steward beginning of January. Dylan will end his role as Head Steward at the end of this year. Thank you Dylan for your service to Local 2101!
* We are always in need of stewards. Please considering signing up. Contact Dylan at [Dylan.Adams@state.mn.us](mailto:Dylan.Adams@state.mn.us) if you are interested.

## MAPE Community Outreach – Liz Pearson on behalf of Chris Smith

* Join other MAPE members at a rally for Rent Control at the Central Library in Minneapolis on November 17th at 10 am. Please see the [MAPE 2101 Facebook page](https://www.facebook.com/groups/mape2101/) for information about this event.

## Tentative Budget for 2023 – Brandin Barren, Treasurer

* Welcome to our new Treasurer Hari Lamitarey! Hari will start in January. Thank you Brandin for your service to 2101!
* Brandin presented the 2023 proposed budget for Local 2101. Please see attached budget spreadsheet for details. If you have feedback or questions about the proposed budget, please contact Brandin at [brandin.barren@state.mn.us](mailto:brandin.barren@state.mn.us)
* Our budget is funded through our dues. Out of the $21 in each paycheck, $1.25 stays in our local for us to use for gatherings, activities, and to build community.
* The biggest proposed change: Because we are meeting virtually we have chosen to donate money that we would normally use for our lunch to local charities. We are proposing to meet in person for at least 2 events in 2023. Instead of making monthly donations, we would reserve those funds for the in person events. If you would like to be part of the planning committee for these events, please contact Liz Pearson [Elizabeth.pearson@state.mn.us](mailto:Elizabeth.pearson@state.mn.us).
* Dues paying members will receive an email from MAPE Central to vote on the budget after our December monthly meeting.
* We audit our spending each year and we need three people to volunteer to be a part of our auditing process. Please reach out to Brandin if you are interested in participating. This will happen in the first quarter of 2023 and will involve a couple hours.

## Contract Planning and Negotiations – Christine Retkwa, Contract Negotiations Rep

* We are in the early stages of planning our proposals. This year the proposals are more member driven in a sense that we are looking more at what we feel we can get action around. We will have 2 days of planning meetings next week. Thank you to everyone who completed the member survey and participated in the Contract Action Teams!
* We had 40% of our Local 2101 membership responded. When looking across the state, that number increased to 75% for people who are part of the contract action group. This shows it is important to have engaged people who are getting reminders from their Contract Action Coordinator to participate. Sometimes you need that nudge that this matters. Connecting together as employees matter!
* Who here would like a cost of living adjustment of far greater than our usual 2 to 3 %? Yes of course you would! As part of the largest negotiations unit, we need you to join our Local’s approximately 100 action takers on the Contract Action Team (CAT) to get to a vast majority of our nearly 1300 members! That means we need at least 650 people taking action now and through the contract negotiation time next June or July. Let’s not expect Pollution Control Agency to come up with our hundreds of people - and not expect other team members to do it (because they’re waiting for you).
* What are the actions? Voting for the people who will support our contract and labor! Communicating with those legislators to remind them - so probably a rally and brief conversation with your legislator this winter - all with guidance provided. If you won’t be your own advocate - who will, largest local?? Actions may include use of social media when negotiations are in session. There are also everyday actions each of us can take - mention that you are coming to this meeting or the very helpful MAPE 101 and won’t they come too? Mention what you learned! Mention that you are glad you pay dues to MAPE because you see the value of being unified and it show management our strength, which is essential at the bargaining table. Have a one on one with a team member who is new - and mention about being a dues paying member and give them the link to [join](https://mape.org/join-mape). I promise that after the first or second time it is SO much easier!
* For those of you finding yourself being very busy, yes, you are doing the hard work of a person serving Minnesotans. And there are rights in our contract for taking breaks and getting overtime. Claim them! Studies show how beneficial for mental health and productivity breaks are. This is starting to sound like the non-unionized environment I worked in most of my life. Trust me, expectations will only increase! What we need is more staff. The Governor, legislature, management and HR need to hire more people! Begin finding ways to take breaks several days a week. And save one to do something for yourself as an employee and union member and participate and learn. Those attending MAPE events are doing this. Most of what I have mentioned doesn’t actually take that long.
* We are going to provide you with opportunities and guidance to make this as clear and easy as possible. I don’t ask this for me, I ask this for you. If you want a strong cost of living adjustment or expanded rights documented in the contract, we all need each of us to take action. It doesn’t matter what I Christine and 23 other angry negotiators say. Don’t wait for someone else to do it, because they’re waiting for you to do it. You be the action taker, together with your 1200+ Local members!
* June is usually push week with a tentative agreement in July. Right now we are working on building power and information. Negations usually start in early April but it cannot be finalized until the budget is passed. This never seems to happen more than a than a minute before the standard session comes to a closes, and sometimes a couple weeks later.
* Question: What if we come up with additional things we would like to see in the contract or at least proposed? I know there have been surveys but wasn't sure when we are "cut off"
* Reach out to Christine at [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us). We want to know what people are willing to act on will get the most traction.

## Meet and Confer – Liz Pearson on behalf of Meron Negussie

* We need reps from 2101 to join the DHS Meet and Confer. Meet and Confer is a membership between MAPE and management to discuss policies and issues that impact our members, which are outside of our contract or “opt in” items like Tuition Reimbursement.
* Contact Meron if you are interested in joining: [mnegussie@mape.org](mailto:mnegussie@mape.org)

## MNIT Meet and Confer – Liz Pearson on behalf of Andi Morris

* Updates from the most recent meeting are included with the notes from this meeting.

## Board of Directors – Vanessa Vogel

* There was no Board of Directors meeting in Oct due to Delegate Assembly.
* The final board meeting of the year is scheduled for November 18th.
* If anyone has any questions or comments about the MAPE Board, about MAPE statewide or our local, please reach out at any time to [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)! As your Board rep I'm looking forward to continuing to support all of this fantastic MAPE activism in 2023!!

## Organizing Council – Lauren Siegel

* The Organizing Council has been focused on planning and implementing MAPE-tober. We had 6 members from 2101 participate and the initiative was a great success! There were 78 MAPE member leaders who participated statewide. They knocked on 1,720 doors, had 485 conversations, gained 70 new CAT members and had at least 110 new MAPE members join as a result of this effort. Thank you to everyone who participated!
* With everyone working remotely it’s hard to have those water cooler conversations, so we wanted to try some new things like using lost time to have these home conversations about MAPE. We need to build up our membership rate and are looking forward to future efforts.
* Hats off to Brandin who created budget for the next year, to support the use of lost time and our initiatives. Some locals don’t have the ability to easily leverage those opportunities like local 2101 has been able to do. We can’t wait to see what we will do in the next year with more in-person events. MAPE-tober was a huge success. We learned a lot, made some great connections and want to hold some similar opportunities in the future.

## Member Concerns and Other Announcements – Liz Pearson, President

* Open enrollment for 2023 medical ends November 16th. Visit [2023 Open Enrollment / State of Minnesota (mn.gov)](https://mn.gov/mmb/segip/2023-open-enrollment/) for more information.
  + Save your online confirmations if you made any changes. In case something isn’t right with your benefits you will have proof of what you signed up for, since we do not have access to printers working from home.
* We are looking for someone who can serve as co-host at our monthly MAPE 101.
* Jill Sweiven, MAPE representative on the Safety Committee: No additional OSHA reports. There was a slip and fall because of carpet, which is being properly addressed and carpel tunnel due to typing over time which was assessed. There will be a health and safety emergency video addressing safety and connectedness. With winter weather approaching DHS will put out information on how to keep safe during winter months next week. AFSCME and MMA are also represented in the Safety Committee. If you have any safety concerns, reach out to Jill, Jennifer, Michelle or Sandea. If you are injured on the job an injury report should be filed as soon as possible to provide information and to protect you as an employee. The meetings are held quarterly and information is posted on InfoLink so anyone can attend.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are: **Nelly Torori, Eric Kratt, Kenneth Parsons, and Lynn Noland.** Congratulations!

## Upcoming meetings

Next Officers’ meeting: December 1, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: December 13, 12-1 pm, via Zoom