

# Meeting Minutes

December 13, 2022 via Zoom

## Meeting agenda – via consensus

* Approved

## Lunch Donation – Chris Smith, Vice-President

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

* **Southern Minnesota Regional Legal Services (**<https://www.smrls.org/>**)** 17, 17.2% responses
* **Mid-Minnesota Legal Aid (**<https://mylegalaid.org/>**)** 14, 14.1% responses

## Welcome New Members – Alexis Stafford, Membership Secretary

* Welcome to our new MAPE members: **Welcome new members: Rebecca Fee, Hli Vang, Beth Risch, Alexander Bliss, Cassandra Tulp, Kirby Henson, Heather Brooks, and Heidi Purdy!**
* Join Alexis at one of our **First Friday** lunchtime meetings. These have been on hiatus but will be coming back soon. First Fridays is an informal meeting to connect with other newly hired DHS employees.

## MAPE Stewards – Dylan Adams, Head Steward

* Dylan will be stepping down as Head Steward effective January 1st. Teresa Barnes will become our new Head Steward and Dylan will serve as Deputy Head Steward. Shout out and thank you to Teresa for stepping into this role!

## MAPE Community Outreach – Chris Smith, Vice-President

* There is a new [petition on-line](https://docs.google.com/forms/d/e/1FAIpQLScap7vpfawjaYK6TPXbVkwOczVbzb6VKfqLLmRLbIkTHTRXsg/viewform) opposing the city of Minneapolis rent control policy workgroup. Currently the workgroup is made up mostly of landlords and developers. These are businesses who look at profits over what is best for people. We are asking anyone and everyone to sign this petition. Help show the people of Minneapolis (and Minnesota) are against creating policies without input from the people it effects.
* The next Renter’s Assembly on December 18th at 4pm [online](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fm.facebook.com%2Fevents%2F610044074228763%3Fmibextid%3DNif5oz&data=05%7C01%7Cgina.a.smith%40state.mn.us%7Cf92f9ef00f2646a5c51a08dad3b3500f%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638055064334554064%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=b5GBRE68dj%2FIZyeVOvNyIrq%2BC0kmHEKAS0jESgKmT8Y%3D&reserved=0)
* Email your state law makers to help get the MN Health Plan on the agenda for floor votes next session!
	+ Help make the State of Minnesota the health insurer and provide healthcare for everyone in the state. Chris has been emailing the governor and representatives every week. His state rep said this proposal hadn’t made it farther in the past because of Republican opposition and would not have passed through the senate.
	+ There are other proposals also working through the process of being heard, including expanding the MNsure public option.

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

* The Negotiations Committee spent two days beginning to discuss proposals. Thank you for being here and being engaged in your union and paying attention to your work environment.  Thank you to those who worked on various political campaigns or member outreach. It is good news that we have a likely pro labor legislature and governor.
* The legislature funds our agencies, which affects the number of positions available (so that will likely be favorable) and approves our contract. We do not negotiate with the legislature though. It is labor relations people in MMB who we negotiate with, and it is highly doubtful they have changed their attitude that preservation of management rights is amongst their top priorities.  And so, stay ready for action as we move closer toward negotiations time (April).
* We have 15K MAPE members (almost 1300 in our Local) and we need a majority to take action in the next 6 months if you want that large Cost of living adjustment increase.   And don’t expect your other team member to do it. They are expecting you to do it.  What are you willing to do to get that Cost of Living adjustment?  Beginning in January there will be two opportunities for action:
	+ In mid-January a negotiations high level platform will be created. You will have an opportunity to review it and agree this is the general direction to take for contract negotiations.
	+ We will also be asking you to join a communication network regarding negotiations and actions.  When you know what is going on, you can take action.
* Please contact Christine at Christine.Retkwa@state.mn.us to be part of our Contract Action Team! Help facilitate and encourage your or your colleague’s engagement in our contracts!
* In the meantime, there are everyday actions each of us can take to encourage success and engagement of membership as negotiations approach. Count of MAPE members very much matters to MMB.
	+ Mention to a coworker that you are coming to this meeting or the very helpful MAPE 101 and wont’ they come too?
	+ Mention what you learned from MAPE!
	+ Mention that you are glad you pay dues to MAPE because you see the value of being unified. It shows 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. Give them the link to join, which is <https://mape.org/join-mape>
* Good for you all taking a break from your work tasks and being here today.  Remember to take your breaks in the day to refresh your body and mind.
* If we want strong rights, we all must act in one way or another to make that happen.  We providing you with opportunities and guidance. 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.  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!

## DHS Meet and Confer – Meron Negussie, MAPE Business Agent

* We are working on implementing the multi-language pay differential for January
	+ The statewide meeting and confer committee team has been working hard along with folks from Deaf and Hard of Hearing to implement multi-language pay differential.
	+ Management has formed a group to work on policy for implementation.
	+ Tentative effective date is Jan 1st, 2023 but there may or may not be delays. It all depends on how fast they are moving.
	+ As this is only a pilot program, MAPE is working to solidify the multi-language pay differential in contract to have this made permanent for people who speak more than one language in their work.
* Pay equity update:
	+ The Pay equity adjustment is for folks who have similar work experience to their colleagues but are getting paid less. This is due to new people being hired and coming in at the top of the pay scale while and people who have been at DHS longer are getting paid less, because they were placed lower on their pay scale even though they have more experience.
	+ DHS has reviewed 19 requests for pay equity although not all requests are for MAPE members. So far 8 requests have been approved, with more than 12 still in the queue to be reviewed by HR. If you think you may qualify for pay equity adjustment, submit your request. Let Meron know, email her at mapedhs@mape.org and mnegussie@mape.org
	+ The more requests that come in, the better. This allows the agency to see how many people are affected statewide overall; and what are they going to do about it? That is the message we want to send.
* We are also working on supplemental negotiations. This means working on specific issues and language in contract that effect DHS specifically. If you are interested in working with the team or would like to see something specific in the contract, reach out to Meron.
* If you work in the Behavioral Health division, Meron would like to connect so we can address some respectful workplace issues we have been encountering. There is an interest in addressing issues in that division. Please reach out to Meron if you are able.

## Organizing Council – Lauren Siegel

* MAPE-tober was very successful. The Organizing Council is working with Negations Committee, Executive Committee, and the Board of Directors to determine next recruiting event.

## Board of Directors – Vanessa Vogel

* The final board meeting of the year happened on November 18th and meetings will resume in January.
* The November Board meeting discussed exciting news that MAPE members worked with the Department of Health on a big campaign to [secure a $2500 one-time bonus to all MAPE employees](https://mape.org/news/mape-members-fight-and-win-2500-bonuses-mdh) (and AFSCME) in recognition for going above and beyond in their work during the pandemic. This wasn’t just about the money, it was also about the sacrifices these employees made during the pandemic. Stepping up and going above and beyond, and recognition that happened. This is a great example of what happens when people come together and organize. As they were negotiating with management, originally management wanted to award bonuses to everyone but the temporary unclassified employees and employees said no. This has to include everyone, and it did. This is about encompassing all our members and not letting management divide us.
* While have real opportunity for change with a labor friendly legislature, now not the time to sit back and say we did it. Now is the time to push them for the things we want. While we have their support in words, now is the time to step up and push them into supporting the actions, labor unions, and the thing that we want.
* To help with this push, we recommend MAPE members prepare success stories of your work over the past year that we can highlight for the public and legislature.
* There’s currently a [job opening](https://mape.org/news/job-opening) at MAPE for a public affairs coordinator position. If you are interested in working for MAPE in a public affairs capacity the application is due Dec 19th.
* If you have any questions, reach out to Vanessa. MAPE Board of Directors meetings are held on the 3rd Fridays of the month. There is an 11:30 time slot for members to share their comments or concerns. Let Vanessa or President Dayton know if you are interested in speaking.

## Member Concerns and Other Announcements – Chris Smith, Vice-President

* Congrats to our two MAPE members, Kim Hicks and Amanda Hemmingsen-Jaeger on their election wins for the MN House of Representatives! You can stream the swearing in of our two member legislators on January 3rd at 12:30 on non-work time.
	+ You can stream the swearing in ceremony on the legislative YouTube channel. There will also be a room at the capital and a big screen in the rotunda. Let’s get 1,000 union members watching the ceremony!
		- [MN House YouTube page](https://www.youtube.com/user/MNHouseInfo/videos?app=desktop)
			* View the recently uploaded videos for interviews with Kim Hicks and Amanda Hemmingsen-Jaeger.
		- [MN House live updates page](https://www.house.leg.state.mn.us/live/1)
* Holidays can be stressful; here are some [helpful tips from Deepak Chopra](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.linkedin.com%2Fpulse%2Freflecting-peace-during-holidays-deepak-chopra-md-official-%2F&data=05%7C01%7Cgina.a.smith%40state.mn.us%7Cc1903d89ed564afef61808dad16641ec%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638052534387394952%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=nDZnsPiTcIFnCtQw4ONmZx29BNyonLBeVCPQRvprVsE%3D&reserved=0)
* 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 or Hari if you are interested in participating. This will happen in the first quarter of 2023 and will involve a couple hours.
* There is no MAPE 101 for December. The next MAPE 101 will be in January 2023. We are looking for someone who can serve as co-host at our monthly MAPE 101.
* Member Question: Is there a way to make a social presence for streaming known now that a lot of us have deleted our Twitter accounts? It's just important for people to know we're here and watching!
	+ Response.
	+ MAPE local 2101 has a [Facebook group](https://www.facebook.com/groups/mape2101/) you can join
	+ Streaming on YouTube will also show how many are attending. You can comment directly to be seen and make our MAPE presence known.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are: **Steve Laqua, Paige Harker, Tamara Jotblad, and Andrew N. Johnson.** Congratulations!

## Upcoming meetings

Next Officers’ meeting: January 5, 12:30-1 pm, via Teams. Contact Liz Pearson if you would like the invite.

Next General Meeting: January 10, 12-1 pm, via Zoom