**Local 2001 Monthly Meeting Minutes**

**January 4, 2022 @ Noon**

**Steven Speltz, President called the meeting to order at 12:05pm**

1. Standing Reports - Highlights Only - Full Report attached
   1. Secretary Report:  <https://mape.org/locals/2001>  click on minutes tab Kay Pedretti reported that Ben Nagel
   2. Chief Steward Report: (Attached) Anthony Riesberg reminded us steward training is coming up if anyone is interested-January 28th is a Basic Steward training via ZOOM.
   3. Treasurer Report: (Attached) Rick Indrelie was unable to join us today. In summary--$32,165 at end of December.
   4. Membership Secretary Report: (Attached) Nicole reported that we are at 70.16% and that is up slightly from November. Local 2001 leaders did some outreach in December.
   5. Regional Director Report: (Attached) Angela Christle went over a few highlights—strategic planning has continued in small groups and with all of the Board. A few new Business Agents have been hired recently.
   6. Organizing Business Agent Report: Pete Marincel reported that there will be a few Legislative Listening Sessions in districts (Rochester and Winona) to get people engaged with their legislators to vote for the contract. Although the contract is in interim effect, it does need to be approved by the legislature by the last day of the term in May 2022.
2. MAPE Minute – MAPE 101—Steven and Pete presented the basics of unions and MAPE thru a slide show on the ZOOM meeting. PELRA from the 1970’s is behind our existence. Paid Parental Leave and Anti-bullying are more recent items MAPE has had success with.
3. MAPE Tip –Check your employee file at work. You can review it and you should make a habit of looking at it yearly.
4. Reminder of Retro Payday in December
5. Negotiations Rep and Regional Director up for election in early 2022
6. Seeking Local Treasurer for Local 2001
7. 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%7C30945879086f46263ede08d9ca08b0a8%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637762961078266035%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=OnzcjsqEF1seQR4TX82PRVUmO4srgZiqtMe84myXAtM%3D&reserved=0)

Meeting adjourned at 12:58pm

**Region 20 Director’s Report**

**December 29, 2021**

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A summary of events over the month of December follows.

December 8th MAPE joined in a rally in support of essential pay for Minnesota’s front line workers.  MAPE communicated this out to all in MAPE News prior to the event and also with a follow up on how it went.  Many thanks to all who were able to join in on the rally and/or by making phone calls and sending letters and emails to your legislators to express support for our fellow coworkers and members.

The Board of Directors continues to work on strategic planning with consultants MN State Partners.  The Board Governance Group is a work group of the Board, which I am also committing my time to, and we are working on some of the strategic planning items that came from the survey, one to one conversations and multi-group discussions and interviews in addition to the larger group decision making.  Please let me know if you have anything to add as we continue to move forth with developing the strategic plan.  There will be upcoming listening sessions and informative sessions offered for all members as we get to those stages, and as always, it is important for members to have their voices heard.  The strategic planning is all about our union and how we want it to be over the next year, 3 years and maybe even looking past a bit into a 5 year plan.

The board also continues to work on relationship building which has seemed to make us stronger and more able to relate to one another as we bring forth our regions concerns and needs.

December 17th many joined together to do calling, texting and emailing to MAPE union members and nonmembers to remind you all of retro-pay day.  On December 17th you should have all received your 2.5% wage increase that was effective as of July 1, 2021.  This is a good reminder to each of us that it takes many to make this happen.  Members and staff stood together and fought together and even rallied together to make this a possibility.  These wage increases are not gifted to us by our employers.  They happen because we come together and make it happen.  We remind them of the work that we do an we do it in ways that reflect our work and our dedication to our work.  I now take this opportunity to once again say many thanks to all who participated in any way to keep this a priority as a new contract was being negotiated.  Those we elected as our negotiations representatives worked countless hours behind the scenes to develop strategies and then to sit with the Governor’s team, MMB, who were even more of a challenge to deal with than years past.  Also, many thanks to the contract action teams(CATS) that were out in the regions making sure the word was getting spread amongst members.  Thanks to our Region 20 CATS!  And thanks to all who were able to join in on the rally at the capital the night before the contract finally reached a tentative agreement. You have all made a difference.   Seems like old news?  Not at all, it is ongoing news.  With this new contract, you will also get another 2.5% wage increase on July 1, 2022.  Meanwhile, right now we are already planning for the next contract cycle.   If you have an interest in becoming Region 20’s next negotiations representative please let us know!  By the way, we also had several members join as full MAPE members as we reached out!  Many thanks to all new members who have joined us!  We are looking forward to getting to know you better!

We continue to organize and take collective action to improve our lives.  We bargain a contract which is an agreement that is made between us and our employer and it establishes the terms and conditions of work.  Unions allow for us to have the ability to organize and protect our rights on the job.  It allows for us to have a voice with our employer.  If you want more information of  what union is and/or what unions do… have a read:  [https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.iuoe.org%2Fabout-iuoe%2Funion-faqs&amp;data=04%7C01%7Cangela.christle%40state.mn.us%7C565fc2e3fdb44712f32008d9cb0de665%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637764082825521992%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&amp;sdata=5W%2Fk%2FZ3ZcPgDdFdQkQVQah8cCmBPL3hKa45E4N7CT3w%3D&amp;reserved=0](https://nam02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.iuoe.org%2Fabout-iuoe%2Funion-faqs&data=04%7C01%7Ckpedretti%40winona.edu%7C499757ffc5094dd4dc8708d9cb1808af%7C5011c7c60ab446ab9ef4fae74a921a7f%7C0%7C0%7C637764126356234200%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=AGd%2BC4CDyO3k%2BZMKpH%2BAfq59Uph4K9bfasujgPLv1Yo%3D&reserved=0)

Also, do not forget to go to our website to learn more about MAPE and  what it means to be a member of our union.  mape.org

Looking over the past few years and through strategic planning and task forces and staff/member changes we have had several  opportunities to see what works well and what has not been working as effectively as it was hoped for.  Over the past several months as leaders we have been intentional in working through the identified needs for change and hope that you have been seeing this.  We know that it may be difficult to keep up with staffing changes and all that happens past our local and region and that we may not always know or understand our structure.  Perhaps this is a topic that you may all want  us to share out at one of our meetings to better help you all see the whole picture of MAPE and how we work.  Upcoming at our January meeting you will have an opportunity to have a MAPE 101 briefing and we can certainly expand as you want in future meetings.

Here are some staff changes.  MAPE Business Manager Paul Schweizer Paul Schweizer [pschweizer@mape.org](mailto:pschweizer@mape.org) has retired.  Todd Maki [tmaki@mape.org](mailto:tmaki@mape.org)

 who has been our statewide Treasurer and so much more for several years will begin in this position in the new year.  Please reach out to Paul with gratitude and congratulations for his next phase in this life.  And, let Todd know how welcomed he is in this new role.  This also means that there are member roles that are opening up and will need filling… just another plug to any of you who have an interest.

Also, for those of you who did know Caitlin Reed, one of our organizing business agents, she had left MAPE and joined in with the labor movement with teachers union.  That has always been where her heart is, In education as she was a teacher.  We wish her so much in her new phase with them.  Of course, she is already very missed!  Recently interviews were done to fill her MAPE business agent position.  Due to this interview process many good candidates have presented!  Due to this the board came together to discuss if this is finally the time to be able to add another business agent to our team in addition to the one we are rehiring for.  This has been a topic for several years as stewards and chief stewards have been calling out for more resources.  We have identified that MAPE operates on a member to staff ratio that is unlike other unions.  We have a very low staff to member ratio.  We identify that the split of Business Agents into organizers and enforcers has not been as effective as was hoped for by the former executive director.  The Board of Directors met last week on December 23rd from 12p-1p to discuss adding another business agent to our team.  We reviewed the budget and how we could make this work.  The BOD voted to add 2 more business agents to the MAPE team to meet the members needs. This is two Business Agents in addition to the one that was already being rehired for.  Also, stay connected as we learn of more changes that will be happening with the business agents and what that will look like going forward.  We need to keep being intentional on what is needed to make our union operate effectively, efficiently and in a fiscally responsible way.  Again, the floor is open to hear from members now locally/regionally and at the statewide level.  This is our union.

We have also filled the Executive Assistant position that has been vacant for about two years.  This will help in many ways with the flow of MAPE’s work.  I will share names of the new person and business agents once I have them all to share with you. And, they will be uploaded onto the mape.org website as well.

There was not a December board meeting as is typical during the holidays.  However, we found many ways to stay active!  I hope you are all enjoying a bit of a break and had a nice holiday if yours fell into this time frame.  Cheers for the new year to everyone and I shall be with you on January 4th for our local meeting.

In Solidarity,

**Angela R. Christle**

**December Membership Secretary’s Report**

#### Local 2001 Percentages- As of December 14, 2021.

**Including Billable Members, our Local’s Membership is at 70.16%**

**Local 2001 Percentages**

|  |  |  |
| --- | --- | --- |
| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 11 | 2.22 % |
| Member | 337 | 67.94 % |
| Non-Member | 148 | 29.84 % |

**January 2022 Chief Steward Report**

Steward Tip: Check in with New MAPE Members

As we transition to 2022 take the opportunity to consider this as a time of change.

While we each strive to be the best at what we do, it is likely MAPE Members may have things that they would like to improve.

Some MAPE members will want to improve their skills or knowledge so please help them find opportunities to grow.

Other MAPE members may like to work on improving a service or process that has a direct impact on the customers that they serve so try to help them consider alternative solutions that may help make things better for the customers and for their job and/or organization so they can bring ideas forward.

Lastly some MAPE members will want to make progress on goals that they have outside of work so encourage them and offer support as a fellow team member.

We support all MAPE members as they makes opportunities to grow and excel in 2022.

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

**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

July 12- Noon: Monthly Meeting Broadcast via ZOOM (note we moved this meeting date)

August 2- Noon: Monthly Meeting Broadcast via ZOOM

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

September 6- Noon: Monthly Meeting Broadcast via ZOOM

October 4- Noon: Monthly Meeting Broadcast via ZOOM

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

November 1- Noon: Monthly Meeting Broadcast via ZOOM

December 6- Noon: Monthly Meeting Broadcast via ZOOM

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