

# Meeting Minutes

June 13, 2023, via Zoom

## Meeting agenda – via consensus

* Approved

## Welcome New Members – Kitra Nelson, Membership Secretary

* Welcome new members: Alex Fletcher, Jodi Lewis, Jessica Ortis, James Nord, Paulette Clark, and Anna Yesberger!
* Membership stats: **942 Members, 318 potential members, 74.76% membership rate!** [Join MAPE today!](https://mape.org/join-mape)

DHS Meet and Confer – Meron Negussie, [mnegussie@mape.org](mailto:mnegussie@mape.org)

* We wrapped up supplemental bargaining with no agreements on either side. Management would not accept our proposal and we would not accept their proposals to implement MMB financial benefits for hiring and retention without MAPE involvement.
* The current Memorandum of Understanding for hiring and retention will sunset at the end of this contract session (June 30, 2023). If they want to do additional incentives, they will have to meet with us again to go through these incentives. They want sole discretion, and we want to collaborate. Stay tuned.
* DHS was able to implement the multi-language pay differential policy, not because MMB or DHS wanted to do it, it was due to the work of the DHS Meet and Confer team and those in Deaf and Hard of Hearing who led the effort. This doesn’t mean our work is done. There is more work to do and we have to continue to organize around this topic.
* <https://mape.org/committees/meet-and-confer-committees/dhs>

MAPE Board Update – Vanessa Vogl, [**vanessa.vogl@state.mn.us**](mailto:vanessa.vogl@state.mn.us)

* Dates for **Delegate Assembly have changed to October 27th and October 28th** so as not to conflict with MEA break.
  + Delegate Assembly (DA) is the highest governing body of MAPE. Proposals for changes to the rules that govern MAPE statewide are voted on, as well as the statewide budget.
  + MAPE plans to put out a one-page document in July on what to expect in DA.
  + Everyone who was a delegate in 2022 last year is automatically nominated for 2023.
  + Lost time is available for DA. If you’re interested in being a delegate, please reach out to Vanessa or Liz.
* The Board of Directors are discussing a lot of important things, including a big conversation around a possible progressive dues structure. This would change our union dues from a flat rate to a percentage of your salary. Currently this is only a discussion so if people have thoughts or want to talk further, feel free to reach out to Vanessa.
* Vanessa will lead the July MAPE 101 where we will discuss MAPE’s structure and where the Board of Directors fits in.

Recap of Legislation Session from Kim Hicks

* Changes to how labor contracts are approved in MN: Our contact no longer must go back to the legislature for a vote. Once negotiations are done, and the membership has voted to approve a new agreement, it is DONE! We can thank Devin Bruce at MAPE for advocating for this change!
* The legislature fully funded a fair wage increase for all state workers!
* The legislature has funded a billion dollars for housing, including our own state voucher program.
* The legislature funded wage increase for direct support professionals, group homes and PCA’s.
* *FYI, Representative Hicks had to cut her time short in our meeting, but fortunately everything was fine*.

## Nicole Juan – Political Council, [nicole.juan@state.mn.us](mailto:nicole.juan@state.mn.us)

* It was great to have a session with a couple MAPE members in the legislature, including some folks with human services background.
* The Political Council met last Friday, coming up with summer plans now through DA in the legislative off season. We have worked hard to get labor friendly representatives, who support our programs, and hope it translates to appropriate budgets and contracts that are labor friendly as well. We are currently touring MAPE locals, giving updates on what has happened, what is being implemented, and legislative priorities, which will also be presented at DA. If you have any feedback on legislative platforms or priorities, reach out to Nicole.
* We will have a smaller agenda for next year. Keep thinking about what we want to pitch and priorities for next year. In the fall when there is a full election there will be some seats on the Political Council expiring if people are interested. Reach out to Nicole for more info or questions.

Contract Negotiations – Christine Retkwa, [christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us)

* Negotiations have not been going well. MMB had plenty of time to review our wage proposal and have not commented on it. This is a strategy. We won’t know when they will make their offer and how much.
* Tuesday June 20 through Friday June 23rd is the final week of negotiations, also known as push week. Anything agreed at the negotiations table is only a tentative agreement. It first goes to the Board of Directors who then decide to send it to members for a vote. **A contract is not accepted until it is voted by dues paying MAPE members.** Our current contract remains in place until a new contract is voted in. Any wage increase will be applied retroactively back to July 1, 2023.
* We hope people attended the [strike education training sessions on June 13, 14 or 15](https://mape.org/news/strike-education-training). These sessions provided information about what happens if we reject MMB’s offer.
* Sign into the **MAPE Portal** and make sure your personal contact information is accurate, including your home email address and cell phone number.
  + Text messages to MAPE members have been sent during negotiations by your regional negotiator.
  + Your responses to these texts help us to decide on what to do with MMB’s last, best, and final offer. While we will want to reach a settlement, it must be a fair contract that members will support.
* If we do not accept their final offer, it does not immediately set a strike in motion. It also does not mean we wouldn’t accept a later offer.
* If the majority of MAPE members authorize a strike, we must provide a 14 days’ notice to the state.
* What happens on a strike? You do not work, you are on a strike line and you are not getting paid. This could happen in August or Sept given our current timeline.
* While we don’t have to strike, we need to make them afraid we will strike. This means being organized, [taking action together](https://mape.org/news/push-week-action-register-now), and [sending letters to the governor](https://mn.gov/governor/connect/contact-us/contact-form.jsp). Urge him to have MMB agree to our proposals – include information about which of the [proposals](https://mape.org/proposals) are most important to you.
* We hope to have a tentative agreement June 23rd. MAPE will send communications about the contents of the agreement and what happens next.
* Question: Can anyone in MAPE leadership share some comparative raises/added benefits that other public sector unions have been getting in recent years? I'd like us to be making decisions that are based in reality.
  + MAPE’s wage proposal started at 11% and 10%, MMB countered with 2% and 1.5%. For reference this year State workers in Missouri received an 8.7% wage increase, MN Lawmakers received a 7.25% increase, and Social Security benefits increased 8.7%. The U.S. inflation rate was posted at about 6.4% year-over-year as of January 2023, per the latest CPI data. What would an 8% and 8% increase to your pay do for you? Is it worth striking for?
* Question: Where can we find out what COLA the commissioners have received in the past?
  + The salaries for the commissioners at the MN State Agencies are part of public record. The [March 31, 2023 report to the Compensation Council](https://www.lrl.mn.gov/docs/2023/mandated/230799.pdf) has a record of the COLAs over the past few years.
* Question: If the majority of members authorize a strike, are all members then required to strike? What happens to non-dues paying members? Unclassified employees?
  + If MAPE authorizes a strike and it happens, then everyone in the MAPE bargaining unit is expected to stop working, regardless of classification, their designation as an essential worker or if they pay dues or not. People can choose to keep working, but you are crossing OUR picket line and potentially subverting our efforts to get a fair contract. Just a reminder that if you don’t pay dues, you have no say on a strike vote or approving a new contract. [Join MAPE today!](https://mape.org/join-mape)

## Member Concerns and Other Announcements

* Our Local 2101 Secretary Gina Smith will be stepping down at the end of the month. If you are interested in becoming our new secretary, please reach out to one of our officers! Thank you Gina for your service to local 2101!
* If you have not used your **floating holiday**, please do so before June 30th! The floating holiday must be used on one day, you cannot split up the hours.
* Reminder that you need to reduce your vacation hours under 275 **at some point** during the past fiscal year (July 1, 2022 to June 30, 2023) or you will lose any vacation over that amount. Use your time!
* Make sure you have contributed at least $250 to your **deferred comp** before June 30th to receive the state match. If you need help, reach out to an officer.
* [MAPE Scholarships](https://mape.org/scholarships?fbclid=IwAR3fZOOwHsbnKY1qTOu2GYdGs2eM92GxpKGVUNPzgueR4gjjLd6c06TGLNA) are open for applications. **Deadline is June 30th**
* We are looking for someone who has a WebEx account to serve as co-host at our monthly MAPE 101.
* **June 19th is now a statewide holiday** and state offices will be closed on this day!
* [Multilingual Pay Differential Policy](https://dhs.intranet.mn.gov/policies-procedures-forms/policies-summary/human-resources/multilingual-pay-differential-policy/index.jsp) effective starting June 7. The policy is intended to compensate qualified employees who are members of the Minnesota Association of Professional Employees (MAPE), the Commissioner’s Plan or the Managerial Plan.
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s winners are**: Samantha Bender, Raj Martha, Regassa Olijirra, Nick Carideo!** Congratulations!

Next Officers’ meeting: July 6, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: July 11, 12-1 pm, via Zoom