

Local 901 Meeting Agenda/Minutes
 August 24, 2023, Noon-1 pm, on Teams
 Attendees: 146

Membership:

901 Local Membership as of 8/22/23:	425 Members	230 Non-members	64.89% membership
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*** You can sign up to become a member at <https://mape.org/join-mape> ***
 ** You are not automatically a union member upon hire **

901 Local Officers, Stewards, and Leadership

<p>President [1]: Dereck Richter (MDH), dereck.richter@state.mn.us Vice President [1]: vacant Treasurer [1]: Gordon Loery (MNIT), Gordon.Loery@state.mn.us Secretary [1]: Barbara Monaco (MNIT), Barbara.Monaco@state.mn.us Membership Secretary [1]: Meridith Richmond (MDA), Meridith.Richmond@state.mn.us</p> <p>Region 9 Stewards [3]: Dereck Richter (Regional Chief Steward), MDH, Dereck.Richter@state.mn.us Jennifer Jevnisek, MDH, jennifer.jevnisek@state.mn.us Kyle Johnsen, MDH, Kyle.Johnsen@state.mn.us Stew Thornley, MDH, Stew.Thornley@state.mn.us</p>	<p>Region 9 Director [1, 5]: Carrie Klumb (MDH), carrie.klumb@state.mn.us Region 9 Negotiations Rep [2]: Carly Baade (MDH), carly.baade@state.mn.us</p> <p>MDH Meet & Confer Chair [4]: Jen Palm, jennifer.palm@state.mn.us (too many members to list)</p> <p>MDA Meet and Confer Chair [4]: Bob Leuer, bob.leuer@state.mn.us <u>Other members:</u> Russ Derickson (PFMD), Steve Lawrence (PFMD), Eric Lundquist (Lab), Meg Moynihan (AMD), Sarah Ovist (PP)</p> <p>MNIT Meet and Confer Chair [4]: Andi Morris, andrea.morris@state.mn.us (Local 701) <u>Other members (& MAPE Local):</u> Jed Becher (101), Axelina Swenson (1002), Gregory Naumann (1903), KB Brietzke (701), Patrick Pueringer (502), Tyrone Plunkett (201)</p>
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Announcements and Discussion (Meridith Richmond – Membership Secretary):

Meeting started at 12:04 by Membership Secretary Meridith Richmond, Meridith introduced the new agenda format and reviewed the content and meeting agenda items.

1. Vacation Accrual

HR currently does not have an updated process for the new contract criteria, but we are encouraging folks to submit their requests for vacation accrual to HR now to make sure that your request is given as much chance for additional vacation (i.e. back-dating to the date of the request) as possible. It's also helpful for HR to see how much interest there is from folks (i.e. 50 requests vs 200 requests) so they can allocate resources and support appropriately.

Note: The actual vacation accrual numbers (years of service required to gain additional vacation days) did not been change.

2. Local 602 Labor Day Picnic Sat Sept 2nd

MAPE Locals 601, 602, 901, and 902 are partnering to host a Labor Day Weekend Picnic at Carver Lake Park in Woodbury, and we'd love to see you there! We'll have food, lots of games, and entertainment for all ages, including free face

painting, sand-pit volleyball, a cornhole tournament with prizes, and live music. The park has a bike park, walking trails, and a playground. The first 100 members to arrive will get MAPE swag!

Please [RSVP](#) by 8/30/23.

We're also looking for volunteers! Members and their guests who volunteer will receive a premium swag item and a \$20 Target gift card for each hour they volunteer. If you'd like to volunteer, please sign up on our [Labor Day Volunteers sheet](#).

4. Freedom foundation mailings FYI

The Freedom Foundation is an anti-union organization. Some members have reported getting mailings from them encouraging them to drop their union membership. MAPE uses a 'Sustainer model' and, as part of that, membership can only be dropped during your drop window. Your drop window is defined by what time of year you signed up to become a member. These mailing are sent out during this time of year because, for many teacher unions, that is when they are eligible to drop their membership.

5. MSRS General Employee Retirement Plan change

Payroll deduction dropping from 6% to 5.5% for next biennium was made effective 7/28/2023. Unless there is another change made, this deduction will only be in effect for two years.

Note: This does not change the amount that you receive WHEN you retire, that calculation has not changed.

5. MAPE Delegate Assembly - Oct 27-28

MAPE is holding its annual Delegate Assembly (DA) meeting this fall. The DA is MAPE's highest governing body. Every fall, elected delegates from the membership come together as the Delegate Assembly to democratically approve the budget, and consider resolutions to change dues structures, amend governing documents, or take organization-wide stances.

There is a committee that plans delegate assembly, and this year it spans two days (October 27th and October 28th). There is usually a program that includes debating resolutions, trainings, speeches, and social time.

As a delegate, you're committed to meeting with your local and discussion upcoming resolution and if your local has a strong stance on them. Regardless of if you want to attend delegate assembly, you may submit a resolution by August 11th.

We have one open spot remaining so if you are interested in becoming a 901 delegate and attending the DA please email me back **ASAP**. As delegates we would meet ahead of time to discuss our locals position on resolutions.

6. Welcome Barbara!!!

Barbara Monaco (she/her) is our new secretary and comes from 301, holding that position previously as well as being the MPCA Meet and Confer Chair. She works for MNIT supporting MDH as the data analyst for the Health Regulation Division.

Standing Agenda:

- 1) Steward Report – Dereck
 - a. Letters of expectations that are coming from supervisors to staff - we have been seeing more of these lately

- i. This needs to be taken seriously, if you do not follow these expectations then discipline will follow
 - ii. If you receive one of these - PLEASE REACH OUT TO A STEWARD
- b. If you have ADA, vacation accrual questions, reallocation, or other contract question please reach out to a steward! You don't have to navigate these issues alone.

2) Meet & Confer Reports

a. [Health](#) - Jen Palm, Chair

- i. Met with HR on 08/16/23. We got some staffing and project updates. Good news: there have been 5 salary reassignments at MDH in the last 18 months. There are still around 211 open positions at MDH and 13 reallocations pending. We did learn a new vocab word, recompare, which is what HR uses to describe making a temp unclassified into a classified position. There have been 6 of those since January. We got some clarification about regional office closures. At this time, no regional office is permanently closing. Some are being relocated to smaller spaces as needed when the leases are up.
- ii. We are looking for some new projects to work on now that supplementals are done. We started up some workgroups to try and tackle some outstanding issues, like temp unclassified. We will be sending out a survey to MDH MAPERs to solicit ideas for what we should work on next.
- iii. Questions, comments, suggestions? Email mdhmc@mape.org!

b. [Ag](#) – Bob Leuer, Chair

- i. Management is exploring other agencies implementation of upward feedback in supervisor/management reviews
 - This has been an ongoing discussion regarding including feedback from supervisees as part of supervisor reviews.
 - The effort is a result of past listening sessions identifying employees frustration in not having a voice in how their management is evaluated.
- ii. We had a discussion about including the voices of current employees as part of Strategic Plan
 - “Nurture and foster an inclusive culture at MDA” section of report only calls out “Increase participation in the Exit Survey by staff resigning, retiring, transferring to another State agency or whose temporary appointments are ending.”
 - Missing: voices of current employees
- iii. Incentives Programs
 - No movement from management on retention incentive for those involved in HPAI response (check your emails for more info in the future).
 - MDA M&C plans on moving forward to survey members to begin a [retention incentive](#) plan like the one implemented by the [Minnesota Department of Health](#) (check your emails!).
 - If this is an important topic to you, please make your voices known by replying to communications from your M&C committee.
- iv. Outlook for fall HPAI (Highly Pathogenic Avian Influenza) is currently optimistic for not having to deploy the IMT
 - Management has not yet developed a plan for deploying employees for an emergency response in the future. The committee will review the future plan for equitable distribution of workload.
- v. Management would still like more flexibility on posting Remote jobs vs. Telework eligible, however MMB has control over this and we all trying to avoid pushback. This is outside the scope of M&C, but we continue to offer support for job posting flexibility.
- vi. There is an enterprise wide effort to offer a MDA specific training series on career development
 - Please take these courses when they are offered and thank the instructors!

- This has been an ongoing project of the M&C committee to demystify and provide training on career advancement in the MDA
- vii. Future business
- <https://mape.org/news/contractTAoverview>
 - **Student Loan Reimbursement:** *The student loan reimbursement pilot has been made permanent and moved into the main body of the contract. It now applies to all agencies. The amounts are the same, and **granting reimbursement is still at the discretion of the employer, as before.** The documentation provision was fixed to clarify it is a reimbursement program, not a matching program.*
 - If we want it, we are going to have to work for it.
- viii. Talk to [Bob](#) if you are interested in helping with any of the above-mentioned topics and joining your M&C committee! We are currently adding a new member who is especially interested in the Student Loan Reimbursement Program
- ix. From Ag newsletter: Staffing Metrics for June 1, 2022 – May 31, 2023
- 142 positions have been filled.
 - 37 of those hires were internal movements within MDA.
 - 84 Job Audits were completed to create new positions, reclassify vacant position or reallocate current employees.
 - 42% of hires were referred to us by current State employees.
 - The average time to hire is 38 days (The date a candidate applies to the date a candidate accepts an offer)
- c. [MNIT](#) - Andi Morris, Chair
- i. The MNIT Meet & Confer team has been working hard to ensure a good work environment for our members. This round of supplemental negotiations, we attempted to get some additional contract language around call-in and call-back pay to account for the fact that most of our workforce is teleworking and the contract requires reporting to the office for these benefits to kick in but unfortunately management was not receptive of this. We rejected management's proposal to significantly reduce on-call pay for our MNIT members. We were able to earn additional benefits for our members partnering with DNR in wildfire suppression efforts and also got agreement to discuss some issues through the meet and confer process. We started a subcommittee on career paths and met with management about this for the first time at the end of July and initial concerns were relayed to management. Our team is working with MNIT leadership to make sure that our members have clear career paths available to them. Meetings will be held every other month. If you are interested in assisting with this effort, please contact team members Jed Becher and Greg Naumann.
 - ii. We are trying to address concerns surrounding on-call, including expecting employees to answer calls during off hours without providing on-call pay, uneven distribution of on-call hours, and inconsistent handling of pay when those on-call receive calls that they need to manage. It really helps us to have stories to provide as examples to management. If you are willing to share your experiences related to on-call (names will be kept confidential), please contact MNIT Meet & Confer Chair Andi Morris, or any of the other members of the Meet & Confer team.
 - iii. If you have any concerns about your workplace or have an interest in joining our team, please reach out to Chair Andi Morris.
 - iv. **Gordon Loery** will follow up with Andi Morris regarding the COVID Retention bonus that MDH received and whether MNIT will also receive

- 3) Membership Report – Meridith Richmond, Membership Secretary
 - a. Welcome Committee
 - i. Need more volunteers - reach out to Meridith if you're interested!
 - ii. We reach out to new hires and recent hires (~4 months after hire date).
 - Current committee members: Hannah Wilson (MDH), Kara Dennis (MDH), JaLeah Strehl (MDH), Gordon Loery (MNIT), Barb Jacobson (MDA), Seth Rasmussen (MDH), Martin McNulty (MDA), Angela McGovern (MDA), David Weinand (MDA), Alex N Brandt (MDA)
 - b. New Employee Orientation (NEO) status – new law passed that public employers must allow new employees 30 minutes of time to meet with their unions
 - i. Ag – Ag NEOs happen on a 1:1 basis, MAPE is not currently involved in Ag's NEOs
 - ii. MNIT – 901 is confirming MAPE's involvement with MNIT's NEOs
 - iii. MDH – MAPE is currently involved and getting their legally allocated time
- 4) Treasurer Report - Gordon Loery, Treasurer
 - a. 5.5% raises after contract passes
 - b. Contribution from local fund to Labor Day picnic
 - c. Formally Setting current year budget in Sept meeting.
- 5) Regional Director Report – Carrie (Meridith Richmond covered in Carrie's absence)
 - a. Board of directors have certified the contract
- 6) Upcoming trainings in MAPE Portal
 - a. Resolution Writing, 07/27/2023, 12:00 PM - 1:00 PM, Join us for a how-to explanation of writing a resolution.
 - b. Advanced Steward Training (July 2023), 07/28/2023 8:30 AM - 5:00 PM, MAPE Headquarters
 - c. Home Buyers Seminar (Aug 2023), 08/22/2023 5:30 PM - 7:00 PM, MAPE Headquarters, [Hybrid - in-person and online] Whether it's been awhile, or if it's your first time buying a home, this seminar is sure to answer some of the questions you have about housing programs available, financing, and finding a home
 - d. Basic Steward Training (Aug 2023), 08/25/2023 8:30 AM - 5:00 PM, MAPE Headquarters
 - e. Basic Steward Training - (Oct 2023), 10/20/2023 8:30 AM - 5:00 PM, MAPE Headquarters
 - f. Home Buyers Seminar (Nov 2023), 11/28/2023 5:30 PM - 7:00 PM, MAPE Headquarters, [Hybrid - in-person and online] Whether it's been awhile, or if it's your first time buying a home, this seminar is sure to answer some of the questions you have about housing programs available, financing, and finding a home.
 - g. Advanced Steward Training (Dec 2023), 12/08/2023 8:30 AM - 5:00 PM, MAPE Headquarters
- 7) Local Labor Notes:
 - a. June 9: Workers at **Maplewood REI** won their union election 22 to 4 and are **now unionized**.
 - b. June 27: **2,500 Lunds & Bryerlys workers** at 22 stores reached a **new contract deal**, after authorizing a 3 day strike over the pre-4th of July weekend. Their contract had expired March 7. Workers can expect average raises of \$3.00 to \$4.00/hr by next spring, including a raise of \$3/hr for all courtesy and custodial with five plus years of service.
 - i. <https://www.kare11.com/article/news/local/lunds-byerlys-union-workers-reach-tentative-agreement-avert-strike/89-e399a45f-b996-408d-b944-a9ef10489c78>
 - ii. <https://www.ufcw663.org/blog/2023/07/01/grocery-workers-ratify-contract-with-lunds-byerlys-that-provides-historic-gains-in-wages-and-pay-equity/>
 - c. July 10: Starbucks workers rallied in Saint Paul as the start of a nationwide bus tour

- i. <https://advocate.stpaulunions.org/2023/07/10/bussin-baristas-take-starbucks-union-campaign-on-road/>
- d. July 11: Historically extremely underpaid, **470 Minnesota public defenders** represented by Teamsters Local 320 will receive **historic pay raises**, ranging from 26% to 72%, in part due to a deal reached after they voted to strike for the first time ever in March 2022.
 - i. <https://minnesotareformer.com/2023/07/11/minnesota-public-defenders-to-get-as-much-as-66000-raises-under-tentative-agreement/>
- e. July 12: **40 Leinenkugel's Brewery workers** represented by Teamsters Local 662 **went on strike** in Chippewa Falls over meager wage increases that don't keep up with inflation. Members voted 98% in favor of going on strike, and one local bar has stopped serving Leinenkugel's in solidarity.
 - i. <https://www.wpr.org/leinenkugels-brewery-workers-strike-chippewa-falls>
- f. July 13: "**Half Price Books workers** in the Twin Cities called a **two-day strike** the morning of July 13. Affecting a little over 50 workers, the strike is an Unfair Labor Practices (ULP) strike launched while negotiations are, theoretically, still in process. Bosses responded by canceling negotiations for the week and closing all four stores"
 - i. <https://www.ufcw663.org/blog/2023/07/13/four-half-price-books-stores-strike-over-unfair-labor-practices-in-minnesota/>
 - ii. <https://advocate.stpaulunions.org/2023/07/13/insulted-by-1-wage-offer-half-price-books-workers-strike/>
- g. July 14: **Delta Airline workers held a rally at MSP airport** as part of a campaign to unions up to 45,000 Delta employees. The action was organized by a coalition of ramp workers wanting to be in the Machinists union; flight attendants seeking to join the AFA; and mechanics seeking to join the Teamsters union.
 - i. <https://www.startribune.com/delta-air-lines-workers-to-rally-minneapolis-st-paul-airport-in-drive-to-unionize-flight-attendants/600289701/>
 - ii. <https://finance.yahoo.com/news/delta-air-lines-workers-demand-000600620.html>
- h. July 17: **Essentia Health nurses**, represented by the Minnesota Nurses Association, held an **informational picket** due to staffing concerns. They were **joined by Steelworkers**, represented by United Steelworkers Local 9460. Essentia employs 700 steelworkers, and their contract expired July 1
 - i. <https://www.northernnewsnow.com/2023/07/21/usw-mna-members-picket-front-essentias-new-hospital-during-open-house/>

Closing Comments:

Proposed having a separate social get together with members, comments were made about having it after work vs lunch-time due to schedules but there was a general positive level of support.

The local exec team will follow up with members and determine the level of support for spending local dues on food (e.g. appetizers at a brewery, etc) and timing for these kinds of events. Items that we need to consider are 1) sustainable transit and 2) accessibility for folks with disabilities.

Request for volunteers to help organize these events – we will send a more formal outreach and request to the membership.

Meeting was adjourned at 12:55PM by Meridith Richmond

Explainers/Refreshers:

[1] What do the President, Vice President, Treasurer, Secretary, Membership Secretary, and Regional Director do?

See <https://mape.org/resources/training/local-officers-manual/mape-local-officers-guidelines>. All these positions are volunteers who are elected by membership.

[2] What does the Regional Negotiations Rep do?

Regional Negotiators are elected by the membership about 1 year before the current contract is set to expire, and they meet twice a month for the year leading up to negotiations. They prepare for negotiations by doing extensive training and asking for and listening to membership's ideas for the upcoming contract negotiations. They are part of the larger Negotiations Team that bargains each new contract.

[3] What do Stewards do?

Stewards are non-elected volunteers that help advocate for employees, communicate with management, be an information source for employees, be an enforcer of the contract, and a willing listener for employees. The stewards can play an important and useful part in helping employees vent their frustrations and explore solutions for problems without taking official action. Stewards can also help folks take official action by helping file grievances. Steward must attend steward training on the contract before becoming Stewards.

[4] What do Meet and Confer committees do?

Meet & Confer is a volunteer group that works with management outside of contracts and grievances to improve the working conditions. Each agency has their own Meet & Confer.

[5] What do Regional Directors and the Board of Directors do?

Regional Directors are elected by their region and sit on the MAPE Board of Directors. There are 21 regions in MAPE representing ~16,200 state employees. The Directors have monthly board meetings where the business of the union is conducted. The Directors have a fiduciary responsibility to MAPE and must set aside any personal views in order to make decisions that are the best for the health of union. The Board reviews union finances, get updates from our operations, communications, field, and legislative directors (who are MAPE staff) and are responsible for setting the strategic plan for the union and for ensuring the plan is implemented. Additionally, Board members sit on several workgroups: Board Governance, Accessibility, and Finance, among others. The Board welcomes any MAPE represented employee to attend Board meetings (3rd Friday of each month) and provide member comments at 11:30am.