

901 Meeting Minutes

Local 901 Meeting

9/25/2023 12:05PM Teams Meeting

Membership:

901 Local Membership as of 09/25/23:	422 Members	245 Non-members	63.27% membership
--------------------------------------	-------------	-----------------	-------------------

*** 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</p> <p>Vice President [1]: vacant</p> <p>Treasurer [1]: Gordon Lowry (MNIT), Gordon.Loery@state.mn.us</p> <p>Secretary [1]: Barbara Monaco (MNIT), Barbara.Monaco@state.mn.us</p> <p>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 Gordon Loery, MNIT, Gordon.Loery@state.mn.us Chad Peterson, MNIT, chad.peterson@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</p> <p>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 Other members: 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) Other members (& MAPE Local): Jed Becher (101), Axelina Swenson (1002), Gregory Naumann (1903), Kristin Brietzke (701), Patrick Pueringer (502), Tyrone Plunkett (201)</p>
---	--

Discussion:

1. Dues increase (Led by Carrie, has short powerpoint)
2. Delegate assembly and who the delegates are (we didn't get enough folks)
3. We will be polling folks in next month's meeting about Delegate Assembly resolutions (October 26th)
4. Backpay and pay rate increase on Oct. 6th
5. 901/902 Donuts Oct 5th (9-12PM), during Flu Shot Clinic in Freeman
6. Budget Forums
7. Stillwater clinic moving Tiers, call to action
 - a. Blue Cross Blue Shield to move from a level 2 clinic to a level 4 clinic and HealthPartners to move from a level 2 to a level 3 clinic
8. Reminder about the reimbursements for travel.
 - a. MDH can reapply for travel back to July 1. MDA cannot. it is agency based.
9. Reminder that we are missing members in leadership position within the local exec team

Standing Agenda:

- 1) Welcome

- 2) Steward Report
- 3) Regional Director Report – Carrie
 - a. Presented on the proposed Dues Update and the new structure for dues
 - i. 75% of one hour’s pay or approximately 45 minutes of member pay
 - ii. Cap of \$32.50 per pay period
 - b. We are currently borrowing from our future to pay for our current costs and this is not feasible long-term and we have several investments that we need to make that we would not be able to with our current funding
 - c. This proposal will be presented by the finance workgroup at Delegate assembly and will be voted on by the delegates
 - i. First, delegates would vote on the budget and then delegates would vote on how to pay for that budget (I.e. approving this dues increase proposal)
 - d. We have not increased our dues in 10 years and it’s currently \$21 per pay period
- 4) Treasurer Report - nothing new to report, currently looking at our budget and preparing to present to membership
- 5) Meet & Confer Reports
 - a. Health – Jen Palm
 - i. There have been 5 classifications were reassigned in the past year
 - They can be done for a variety of reasons, including statutory reasons
 - MDH is doing an agency-wide re-evaluation on pay equity based on experience, and it’s a big project that is going VERY SLOWLY
 - ii. Lab classification at department of Ag
 - b. Ag – Next quarterly meeting is 11/20
 - c. MNIT
 - i. When the MNIT Meet & Confer Team asked about plans for the Student Loan Reimbursement program, management indicated they are keeping this in hold until they can get ahold of the budget implications of the across-the-board increases approved in our contract. They also noted some concern because COLA increases were not (and typically are not) budgeted within rates – they are typically managed through attrition, but the higher increases may not be manageable through attrition only.
 - ii. Management has no plans to make changes to the out of state telework program.
 - iii. Our team is working with management to ensure our members have clear career paths within MNIT and within the state. If you would like to help with these discussions, please reach out to MNIT Meet & Confer Chair Andi Morris.
 - iv. We will be sending out a survey to MNIT members regarding career paths soon – we encourage everyone to participate!!
- 6) Membership Report –
 - a. Welcome Committee – We reach out to:
 - i. new hires and
 - ii. recent hires (~4 months after hire date)
 - iii. 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
 - i. Ag – Meredith will be scheduling
 - ii. MNIT – MAPE is currently involved and getting their legally allocated time (801 is primary local contact)
 - iii. MDH – MAPE is currently involved and getting their legally allocated time

iv. BAH – in the process of confirming status

7) Upcoming trainings in MAPE Portal

- a. [Basic Steward Training - \(Oct 2023\)](#), 10/20/2023 8:30 AM - 5:00 PM, MAPE Headquarters
- b. [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.
- c. [Advanced Steward Training \(Dec 2023\)](#), 12/08/2023 8:30 AM - 5:00 PM, MAPE Headquarters

Upcoming Events:

- Next meeting is October 26th and we will be polling the membership regarding the 3 resolutions and the budget proposal prior to delegate assembly.
- October 27th – 28th – Delegate Assembly

Local Labor Notes:

- 8/11/23: Doctors and advanced practice providers (APPs) at Allina Health primary and urgent-care clinics filed for a union, seeking to become the nation's largest union of private-sector clinicians. If formed, this union would cover 550 employees at over 50 locations <https://advocate.stpaulunions.org/2023/08/11/allina-health-clinicians-file-for-union-election/>
- 8/25/23: Vertical Endeavors workers filed to unionize. If formed, this union would represent ~90 workers over 6 locations. <https://www.ufcw663.org/blog/2023/08/25/vertical-endeavors-workers-unionize-ufcw/>
- 9/13/23: 94% of [Amalgamated Transit Union Local 1005](#), representing about 2,000 operators and mechanics with Met Transit, voted to authorize a strike. Their top priority is a "COLA +1" wage ask. <https://advocate.stpaulunions.org/2023/09/13/metro-transit-workers-vote-to-authorize-strike/>
- 9/15/23: 1700 workers at Hormel meatpacking plant voted to reject Hormel's "Final" offer. <https://www.ufcw663.org/blog/2023/09/15/essential-meatpacking-workers-reject-hormels-final-offer-and-demand-hormel-does-better/>
- 9/26/23: ~190 Seward Co-op grocery workers represented by UFCW 663 are voting 9/26 on whether to authorize a strike. <https://racketmn.com/seward-community-co-op-workers-will-vote-to-authorize-a-strike-today>
-

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.