

# Meeting Minutes

October 10, 2023, via Zoom

Meeting agenda approved – via consensus

## Welcome New Members!

* **Welcome new members: Crystal Weckert, Laura Villarreal, Jess Klutch, and Rob McGuire!**
* **If you have a new team member, please reach out and make them feel welcome. It’s hard with most of us working remotely.**
* **Join our membership blitz group at Local 2101!** Contact Kitra Nelson [kitra.nelson@state.mn.us](mailto:kitra.nelson@state.mn.us) if you can help!
* Membership stats: **965 Members, 343 potential members, 73.78% membership rate!** [Join MAPE today!](https://mape.org/join-mape)

MAPE Stewards - Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)

* **Become a steward!**
* Basic Steward Training October 20st
* Advanced Steward Training December 8th
* You have a right to have a steward present during a discipline meeting with your supervisor or manager or HR! **Please reach out to any of the stewards if you need support!**

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

* MAPE has changed its staff structure and has moved to a Chief of Staff structure instead of an Executive Director. MAPE appointed Todd Maki to the role of Chief of Staff on an interim basis and will evaluate this structure change and role for Todd in 6 months.
* Delegate Assembly is a half day on Friday, October 27, starting at 12:00pm, and a full day on Saturday, October 28, at the Delta by Marriott in Minneapolis.
* Delegates for Local 2101 – **Vanessa Vogl, Liz Pearson, Chris Smith, Nancy Schultz, David Freeman, Nicole Juan, Dylan Adams, Lauren Siegel, Aaron Arvig, Christine Retkwa, Gina Smith, Heather Prior, Ladonna Morrison, and Sarah Sinderbrand!**
  + Resolution Forums
    - Resolution Forum #1: Wednesday, Sept. 27 at 12 p.m.
    - Resolution Forum #2: Tuesday, Oct. 10 at 5 p.m.
    - Resolution Forum #3: Thursday, Oct. 19 at 12 p.m.
    - <https://us06web.zoom.us/j/87851354182>  
      Meeting ID: 878 5135 4182
  + Budget Forums
    - [Tuesday, Oct. 3 at 12 p.m.](https://mape.org/events/budget-forum)
    - [Thursday, Oct. 5 at 12 p.m.](https://mape.org/events/budget-forum-0)
    - [Tuesday, Oct. 24 at 12 p.m.](https://mape.org/events/budget-forum-4)
    - <https://us06web.zoom.us/j/87851354182>   
      Meeting ID: 878 5135 4182
* We will be voting on the [dues proposal](https://mape.org/dues) at Delegate Assembly. MAPE has not raised dues in 10 years and the proposal is to change from a fixed rate to a percentage rate with a cap. This method is used by many unions (UAW, AFSCME, Air Traffic Controllers, etc.)
* Currently the dues are $21 a paycheck.
  + Our local is hosting a zoom meeting **Thursday October 12 from 12 – 1 pm CST** to discuss the dues proposal.
    - <https://us06web.zoom.us/j/82849686223?pwd=Ftgxkf7fuTSkelaUzkRAqsd0aNabFu.1>
    - Meeting ID: 828 4968 6223
    - Passcode: 21012023

2023-25 Contract – Christine Retkwa, [christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us)

* **Pay increase and back pay was in the October 6th paycheck. If you are a new employee, you also receive the 5.5% pay increase!**
* [Link for the 2023-25 contract.](https://mape.org/mape-contract-2023-2025)
* Join the **student loan reimbursement** action team! Contact Christine.
* Vacation credit for previous employment: When submitting a request to HR for a vacation accrual adjustment, you must provide documentation of your previous employment where you performed work similar to what you do for the State of MN. This can be a letter or email from that company, it can also be a resume. It needs to contain the following: Your title or job description, Your employment dates.
  + The language for the length of service credit is located in Article 10, Section 2 of the MAPE contract.
  + DHS employees submit your documentation to Mary Buss, [mary.e.buss@state.mn.us](mailto:mary.e.buss@state.mn.us). MNIT employees submit your information to [MNITHR.Services@state.mn.us](mailto:MNITHR.Services@state.mn.us).
  + If you have submitted your information and have not heard back, continue to email and ask on the progress of your submission.
  + If you receive a notification that you were granted a higher rate of accrual, but you don’t agree with the amount, you have a right to appeal their decision.
  + The final determination is ultimately in the hands of the appointing authority.
  + If you are unsure what your current accrual rate is, you can check that by going into Self Service, selecting Time entry, and clicking on the button titled View Leave Activity. It will display your leave activity by pay period and you will find your rate of accrual on the Vacation line in the table in the Units Earned column. The Vacation Accrual rates table for the number of years of service is located in Article 10, Section 2 of the MAPE contract.
  + **Congratulations to all the members who have received a higher rate of vacation accrual! Make sure you take your time!**

## MNIT Meet and Confer – Andi Morris [andrea.morris@state.mn.us](mailto:andrea.morris@state.mn.us)

* Working on the student loan reimbursement program and expanding that for MNIT staff.
* Working to ensure that members have access to clear career paths within MNIT. Look for a survey to go out soon to MNIT staff on this topic.
* Join the MNIT Meet and Confer team. Reach out to Andi if you are interested.

## DHS Meet and Confer

* Tonja Rolfson ([tonja.rolfson@state.mn.us](mailto:tonja.rolfson@state.mn.us)) is the head of the DHS Meet and Confer. She is located at Local 201.
* Updates on the activities for the DHS Meet and Confer are located on the MAPE webpage. <https://mape.org/committees/meet-and-confer-committees/dhs>
* If you wish to be part of this committee, please reach out to Tonja.

## Member Concerns and Other Announcements

* **General Employees Retirement Plan changes.**
  + The 6% contribution rate has been changed to a 5.5% contribution rate starting 7/1/2023 and ending 6/30/2025. <https://www.msrs.state.mn.us/general-plan#contribution-rates>
  + If you were an active employee on or after July 1, 2023, you are eligible for the full retirement benefits at 3 years of service, instead of 5 years of service.
  + This change came about through the Omnibus Pension Budget Bill (HF 3100/SF 3162) Link to the legislative update: <https://mnpera.org/wp-content/uploads/TAB-D-20023-Legislative-Update.pdf>
* **Our local is looking for a new secretary!** Please reach out to one of our officers if you are interested! The local secretary prepares the agendas, takes notes during our monthly meetings, and sends out emails with reminders for our meetings. This is a great way to get involved with our local.
* **MAPE 101:** **Join us Tuesday October 24th from 12-1, via WebEx.** MAPE 101 is an opportunity to take a deeper dive into specific topics with time to answer general questions. An invite is sent to our email list the morning of the meeting, and all are welcome! **This month our local’s Vice President, Chris Smith, will talk about work out of class and temporary unclassified positions.**
* [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**: Paul Shryer, Diana Swenson, Mara Wescott, and Sara Gable!** Congratulations!
* Next Officers’ meeting: November 2, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.
* Next General Meeting: November 14, 12-1 pm, via Zoom