

901 Meeting Agenda/Minutes

Local 901 Meeting
October 26, 2023, noon, Teams
Attendees: 109

Membership:

901 Local Membership as of 10/18/2023:	437 Members	260 Non-members	62.7% 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</p> <p>Vice President [1]: vacant</p> <p>Treasurer [1]: Gordon Loery (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 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 <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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Discussion:

1. Dereck transition
 - a. Dereck is transitioning to interim VP, and Barbara is transitioning to interim President
 - b. Thank you, Dereck, for all your hard work!
2. Volunteers needed!
 - a. Secretary - Duties:
 - i. Take minutes during Local meetings
 - ii. Send out Minutes of Local meetings to everyone in 901
 - iii. Attend our monthly leadership meetings (1 hr/month, 3rd Thurs at noon)
 - iv. Organizing the agenda and scheduling the local executive team
 - v. Reach out to Meet and Confer committee chairs for MDH, Ag, and MNIT before each meeting to get updates, if update is in text form, paste into agenda
 - b. Ag & BAH – New hire MAPE Orientations
 - i. Looking for folks good with doing Teams presentations & meetings and are comfortable with talking about MAPE and unions
 - ii. So far: 5 people, Goal: 6-12 people
 - iii. You or anyone you know in Ag or BAH?
 - iv. Intentionally trying to ask people who don't already have MAPE work on their plate

- v. Commitment:
 - 1. Help lead at least two 30 min meetings a year
 - 2. Read and reply to as needed monthly or bi-monthly coordination emails
 - 3. Keep an up-to-date outlook calendar
- c. Steward interest? Planning a “brown-bag” informational for new potential stewards or a Region 9 Steward for folks who want to learn more about stewards do or are curious about becoming stewards
- d. General help needed
 - i. One off – help plan a gathering?
 - ii. Regular – help mail MAPE swag to new members?
- 3. Cookie and Coffee/Cider discussion of benefits and hang-out with union friends November 9th from 11-1PM
 - a. B149 in Freeman Building and cookies will be from [Cookie Cart](#), a non-profit organization that teaches leadership and employment skills to teens of color through on-the-job and classroom experiences.
 - b. Invite to follow the local meeting
- 4. Open enrollment – October 26th – November 15th
 - a. Open enrollment period is now open from Oct. 26 to Nov. 15, 2023. The deadline is 11:59 p.m., Nov. 15.
 - b. The [2024 Open Enrollment website](#) has details about new benefits and more
 - c. [Some mental health office visits will be free depending on what tier you select.](#)
 - d. It’s now easier to get care when you live or travel outside Minnesota.
 - e. [Blue Cross and HealthPartners both offer fertility treatment, including IVF.](#)
 - f. Dental insurance pays for more of your care – the annual cap on how much insurance will pay has increased to \$2,200. It used to be \$2,000.
- 5. Polls for Delegate Assembly
 - a. Full resolutions can be found at: <https://mape.org/committees/delegate-assembly-da>
 - b. Lead Steward Resolution**
 - i. Whereas our union strives to be inclusive;
 - ii. Whereas the use of ‘Chief’ can be offensive to indigenous populations;
 - iii. Whereas Minnesota State is working to remove “Chief” from their titles (e.g.: Chief Diversity Officer);
 - iv. Whereas many business agents are already using Lead Steward;
 - v. Whereas we should keep all language as neutral as possible;
 - vi. Whereas we should eliminate language that is rooted in marginalization; and
 - vii. Whereas there are suitable alternatives in our language to use besides ‘Chief’;
 - viii. *Therefore, be it resolved*, MAPE shall replace all references to Regional Chief Steward with Regional Lead Steward in all MAPE documentation, website, etc. starting in January 2024.
 - c. Term Limits Resolution**
 - i. Whereas...
 - ii. MAPE power lies within its members.
 - iii. Statewide officers and elected leaders have become the face of the union in the last few years. MAPE is a member run and led union.
 - iv. It is imperative that elected leaders have knowledge and experience in governing our union. It typically takes at least two years for leaders to become comfortable in and truly understand their elected positions.
 - v. Limiting terms of elected leaders limits the expertise in the Executive Committee, the Board of Directors and local officers.
 - vi. Continuity in leadership is essential in the governance of our union.
 - vii. *Let it be resolved...*
 - viii. *that the Bylaws, specifically Article VI, section 12D and 13D, and Article VIII Elections and Vacancies, Section 2B, be amended as follows:*

What is being amended?	Resulting Language
<p>Article VII: Section 2B. Statewide and Regional Elections. [3] Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be two <u>four</u> years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. Statewide and Regional Officers shall be eligible to serve for no more than three consecutive terms in the same office. Regional Directors in even numbered Regions shall be elected in even numbered years; Regional Directors in odd numbered Regions shall be elected in odd numbered years. *Term limits apply even if terms of office are extended due to change in election timing.</p> <p>Article VI: Section 12. Organizing Council. D. Term of Office. All terms shall be the same as other statewide officers for a two-year period, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.</p> <p>Article VI: Section 13. Political Council. D. Term of Office. All terms shall be the same as other statewide officers for a two-year period, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.</p>	<p>Article VII: Section 2B. Statewide and Regional Elections. Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be four years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. Regional Directors in even numbered Regions shall be elected in even numbered years; Regional Directors in odd numbered Regions shall be elected in odd numbered years.</p> <p>Article VI: Section 12. Organizing Council. D. Term of Office. All terms shall be the same as other statewide officers, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.</p> <p>Article VI: Section 13. Political Council. D. Term of Office. All terms shall be the same as other statewide officers, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.</p>

[1] Proviso – Current meet and confer chairs are deemed to have been elected.

[2] Proviso – A term as either First Vice President or Second Vice President will count as a term for Vice President. [3] Proviso – Terms served prior to 2018 do not count toward term limits.

d. Election Rules for Delegate Assembly and Negotiation Reps

- i. Whereas, when MAPE moved statewide elections from spring to Fall, the new timeline created unintended consequences for the negotiations team and for Delegate Assembly delegates and alternates.
- ii. Whereas, MAPE had to conduct a special election to elect delegates and alternates for delegate assembly.
- iii. Whereas, the delegates and alternates for DA 2024 would be elected nearly a year in advance.
- iv. Whereas, the election for the next negotiations cycle was scheduled while the previous cycle was still wrapping up.
- v. Whereas, the negotiations committee asked for more time between the negotiations cycle and the election cycle for negotiations members to rest and recharge.
- vi. Whereas, the election rules have legacy language related to the movement of the statewide elections which needs to be cleaned up for clarity.
- vii. Resolved, the negotiations representatives and the DA Delegates and Alternates be removed from the even and odd year election cycles.
- viii. Resolved, the Elections Committee shall call a special election each year for DA Delegates and Alternates.
- ix. Resolved, the Elections Committee shall call a special election each negotiations cycle.

Standing Agenda:

- 1) Welcome

- 2) Steward Report – Dereck
 - a. We currently have some outstanding issues we are working with staff on. Those are:
 - i. Insurance corrections,
 - ii. Letters of expectations,
 - iii. Telework issues,
 - iv. Reimbursement corrections,
 - v. and a grievance.
 - b. As a reminder Stewards are available to help with any issues that you may be dealing with. Please reach out to Dereck Richter for any questions.

- 3) Regional Director Report – Carrie
 - a. None at this time

- 4) Treasurer Report – Gordon
 - a. We will be presenting out draft budget at our next meeting which is Dec 7th, 2023

- 5) Meet & Confer Reports
 - a. Health
 - i. Please email Jen (Jennifer.Palm@state.mn.us or MDHMC@mape.org) if you have any questions or concerns. We met with management on the 23rd. We are still waiting on results from the lab class series that MMB is doing with Health and Ag. The MDH agency wide pay equity study, or compensation study as HR calls it, is still ongoing and it sounds like it will be over a year before we see anything come out of it. We ran out of time to discuss student loans and travel time to/from conferences, so we are going to meet again with them in November.
 - b. Ag
 - i. Next meeting 11/20
 - ii. **Action item: Update M&C slide for Ag to Meg Moynihan**
 - c. MNIT
 - i. Previous meeting minutes are located on the MAPE website.
 - ii. We are still interested in volunteers to help our team “behind the scenes” with our subcommittee on career paths. The more voices we have, the more effective we can be in getting the change that our members truly want.
 - iii. We are also open to additional members on our team.
 - iv. If interested in discussing either of these opportunities further, please contact MNIT Meet & Confer Chair Andi Morris.

- 6) Membership Report - Meridith
 - a. Discussed the process for the Welcome Committee and Allie HawleyMarch has volunteered to be part of the welcome committee
 - b. **Action Item: Meridith to reach out (Done!)**

- 7) Upcoming trainings in MAPE Portal – note, upcoming classes can be viewed outside of the portal at <https://mape.org/resources/training/classes>
 - a. [Advanced Steward Training \(Dec 2023\)](#), 12/08/2023 8:30 AM - 5:00 PM, MAPE Headquarters

Upcoming Events:

- Cookie and Coffee/Cider discussion of benefits and hang-out with union friends November 9th from 11-1PM
- Next meeting December 7th, 2023 12-1PM, will be passing 2023 budget and discussing new uses of our local funds

Local Labor Notes:

- 9/29/23: Seward co-op employees reached a Tentative Agreement raises their wages dramatically after authorizing a strike. <https://fightbacknews.org/articles/seward-co-op-workers-reach-tentative-agreement-after-authorizing-strike>, <https://racketmn.com/set-to-strike-minneapolis-seward-co-op-workers-win-tentative-contract-agreement>
- 10/7/23: The 30 members of IATSE Local 745 went on strike for the final Minnesota United soccer game of the season. About 30 TV crew workers honored the strike, leading to the game not being broadcast as planned. The audio and video workers only have 18 workdays a year with MNUFC but have spent the last 8 months negotiating a contract. The cost of their proposed wage and healthcare increases is estimated to be \$12,000 <https://www.twincities.com/2023/10/08/a-union-strike-interrupts-minnesota-uniteds-final-game-of-season-in-st-paul/>, <https://racketmn.com/mn-united-fc-workers-strike-loom>
- 10/13/23: Allina health care clinicians voted to form a union, which will now represent 550 clinicians across 61 primary and urgent care clinics. This will be the nation's largest private-sector union of advanced care practitioners <https://minnesotareformer.com/2023/10/13/allina-health-clinicians-vote-by-overwhelming-margin-to-unionize-in-historic-election/>
- 10/13/23: UFCW Locals at Hormel plants in Minnesota, Georgia, Wisconsin and Iowa ratified their new contract, securing largest wage increase in the company's history - \$3 an hour raise immediately and at least another \$1.75 an hour by the end of the contract. This includes 1,700 workers at the Austin, MN plant. <https://www.kare11.com/article/news/local/hormel-union-workers-vote-to-ratify-historic-contract-austin-minnesota-wages-benefits/89-30d0e6e0-40d6-452a-a014-2350f10636bc>
- Attorney General's Office doubled the size of its Wage Theft Unit this year — adding two more lawyers and one more investigator <https://minnesotareformer.com/2023/10/20/wage-theft-cases-pick-up-and-other-labor-news/>

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.