

Local 901 Meeting
 12/7/2023, Noon, Teams
 Attendees: number of attendees

Membership:

901 Local Membership as of 11/28/23:	440 Members	259 Non-members	62.95% 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]: Barbara Monaco (MNIT), Barbara.Monaco@state.mn.us</p> <p>Vice President [1]: Dereck Richter (MDH), dereck.richter@state.mn.us</p> <p>Treasurer [1]: Gordon Keohokalole, (MNIT) <Gordon.Keohokalole@state.mn.us></p> <p>Secretary [1]: Vacant</p> <p>Membership Secretary [1]: Meridith Richmond (MDA), Meridith.Richmond@state.mn.us</p> <p>Region 9 Stewards [3]: Dereck Richter (Regional Lead Steward), MDH, Dereck.Richter@state.mn.us Debra Hagel, MNIT, Debra.Hagel@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</p> <p>Region 9 Negotiations Rep [2]: to be elected</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), Margaret Holley (Lab)</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), KB Brietzke (701), Patrick Pueringer (502), Carolyn Murphy (701), Barbara Monaco (901)</p>
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Featured Speaker – Peter Rachleff – Labor History [20 mins)

- Professor Peter Rachleff received his PhD from the University of Pittsburgh and conducts research in U.S. labor, immigration and African American history and is an emeritus professor of history at Macalester College
- https://web.archive.org/web/20131029192025/http://works.bepress.com/peter_rachleff/doctype.html#article
- He is also the co-founder and board member emeritus of the East Side Freedom Library (ESFL)
- The ESFL’s mission is to inspire solidarity, advocate for justice and work toward equity for all.
- <https://eastsidefreedomlibrary.org/>

Discussion:

1. Budget overview (https://docs.google.com/spreadsheets/d/1UFh9lb7_no1yxX4sd7KxIX2-H-WUVfwKkghZ6JRRCRw/edit?usp=sharing)
2. Vote to approve 2023 budget
 - a. Call for voice vote of the budget (seconded)
 - b. Budget passed by voice vote
3. Need volunteers
 - a. Welcome Committee - sends template email to new hires
 - b. Ag & BAH MAPE Orientations
 - i. We need volunteers to help with NEO for Ag and BAH, the expectations is that folks would be comfortable with doing Teams presentations & meetings and are comfortable with talking about MAPE and unions

1. So far: 5 people, Goal: 12 people
- ii. Intentionally trying to ask people who don't already have MAPE work on their plate, below is the summary of the expected 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. Stewards
- d. Local 901 Secretary
 - 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
- e. Local 901 Community Engagement Officer
 - i. Serve as point person for MAPE's political and legislative work at the local level
 - ii. Implement political infrastructure at the local level
 - iii. Work to uplift positive narratives around politics and state service
 - iv. Serve as member of local executive team (meet 1 hr/month, 3rd Thurs @noon)
 - v. Participate in Community Engagement Committee quarterly meetings
- f. New Hire Swag coordinator
 - i. Reach out to Meredith if you are interested
- g. One-off help – get together planning
 - i. Contact any member of the Exec team if you have an idea
- h. March 2024 – need 3 901 volunteers to help us audit (per bylaws)
 - i. 2 members volunteered during the meeting - still need one more (contact Gordon Keohokalole if you're interested!)
 1. Lundquist, Eric (MDA)
 2. Borgstrom, Anna (MDH)
4. Ideas for 2024 budget
 - a. Raffle for members at end of meeting
 - i. Proposal would be for things like \$25 gift-cards from local businesses
 - b. Give swag to new members: mugs, shirts
 - c. Hardship Fund
 - d. Sunshine fund (acknowledgment of major life events)
 - e. Social events
 - f. Donate to labor causes and/or local non-profits

Standing Agenda:

- 1) Welcome
- 2) Steward Report – Dereck
 - a. 2023 Annual Steward Update
 - i. Over the past year we have gained and lost a few Stewards but are always in need of adding more. We currently have seven Stewards. Over the past year we have handled 83 different issues that we brought to our attention. The different types of issues that we have solved have been:
 - ADA Requests
 - Annual Review Appeals
 - General Questions
 - Grievances
 - Insurance Questions
 - Investigation Representation

- Letters of Expectations
- Non-Certifications
- Paternity Leave
- Reallocation Appeals
- Reallocation Assistance
- Student Loan Reimbursement
- Telework
- Termination Notices
- Travel Status
- Vacation Accrual

- b. Out of the 83 different issues we have nine that are still open and active. The majority of them were started in the past month.
- c. Thank you to our stewards!

3) Regional Director Report – Carrie

- a. No updates

4) Treasurer Report – Gordon

- a. No additional updates than what was given during the budget discussion.

5) Meet & Confer Reports

- a. Health

- i. **EVERYONE: Starting January 1st, if your kid’s school is closed for snow or what not, you can use sick leave (SIK) to cover those hours. That is because of a new law passed.**
- ii. Meet and Confer is a volunteer group that meets with management outside of negotiations and grievances with the hopes of collaboration to improve working conditions. Each agency has their own. Here it the Health update:
- iii. We met with HR twice this past month! The good news: They are working on a policy about travel time to/from conferences and such. We don’t have an ETA yet, but it is promising they are willing to make one. We had asked for a policy after hearing from MAPERs that there were inconsistencies with how people were asked to account for travel time that happens outside of normal working hours.
- iv. Some other updates we have: The HR/MMB study on some laboratory classifications is reportedly done. There is a cost associated with it, so it is with MMB right now and they are finalizing a rollout plan. We don’t know when it’ll be announced, but we know no back pay will be granted. With this, we do have a verbal commitment from them that their intention is not to harm meaning they do not expect anyone to be reclassified to a lower classification as a result of the study.
- v. We learned that at this time, MDH is not planning on funding the student loan reimbursement program in our contract, which means requests for reimbursements are not likely to be granted. We aren’t giving up on this though. Your emails asking for this were heard and it was awesome to show them how many people are interested in this! If you would like to participate in a workgroup to help push this issue along, please reach out to Lydia Fess, who is leading this workgroup.
- vi. The compensation/pay equity study is not progressing very fast at all. As of now, their process for reviewing things has been approved by MMB and they have started analyzing the salaries in the epi class series. We were informed that they do NOT plan on giving any back pay for this issue. They are also going to wait to release any updates/pay changes until the WHOLE agency study is done. They are currently saying they hope to be done in the summer of 2024. Please feel free to reach out to us if you would like any more details on what we know so far regarding the compensation/pay equity study, including if you have already or have considered requesting your own equity adjustment (Letter 14 in the contract).

b. Ag Meet and Confer Projects:

- i. Upward feedback: Andrea and Mandy have met with DEED leadership which has been using this since 2020. Our leadership will be moving forward with our own program. It will not be used if there are 3 or fewer reports to maintain anonymity. They also seemed to believe that people would use it as a platform to rip on their supervisor, please don't do this.
- ii. Retention Bonuses and Emergency Response Staffing: We will be sending out a survey soon about the HPAI response from 2022, please answer the survey if you participated or not. While it may be unlikely there will be a bonus this time (the budget is set for the next 2 years) we hope to set a framework for bonuses moving forward now that it is in our contract. We can also try to improve conditions for people in the response. MDA is not going to institute a staffing policy, they want us to work with our supervisors.
- iii. IDPs: MMB rolled out the IDP tool, there are no repercussions for not accomplishing what is on the IDP. Mandy reported that at a recent M4, the biggest supervisor concern about the EO was removing degree requirement from postings. They are still waiting on further guidance from MMB and may have to request exceptions from MMB. If want they to require degree or license for a position, that will likely have to be in statute. However, there is potential for professional/exempt positions to be able to require advanced degrees. HR is reaching out to the supervisors and managers who are affected. This is first salvo from Gov's office because according to the last employee survey, Enterprise-wide, career advancement is what people were most interested in. Pete noted that salary steps can be changed based on work experience or achieving degree. If the State is eliminating that requirement, does it affect step re-assignment? Mandy said that hasn't been talked about yet, but when looking at compensation, they do not use a specific algorithm, but focus on education and internal equity.
- iv. Length of service vacation credit: HR says they have been inundated with requests. As of last week there were 32 requests, 20 completed and 12 still pending. Biggest problem is employees not putting exact start dates, month/day/year. If you don't have the exact day they will move it to the end of the month. If you held 2 positions simultaneously it will only be credited up to full time. Time spent obtaining a degree is not counted, Graduate research could be counted, etc.
- v. Student Loans: While student loan repayment is in our contract now, it is optional for each agency and there is no money allotted. Andrea said the best approach is an "enterprise-wide" funding model. Bob said MAPE would be happy to do what we can to help secure this.
- vi. Fleet vehicles: MAPE reported hearing reports about dead batteries in fleet vehicles and asked for an update. Andrea said she this has been a frustrating issue, also concerning from safety standpoint. She has communication with Admin. and is working with Laura (MDA mailroom/vehicle supervisor) Laura is working with the fleet services manager to identify the problems and the vehicles having them. Telematics may be contributing factor, but not sure. Possible that these vehicles not being driven enough. Or trying to connect with key fob? Investigation is underway.
- vii. Housekeeping gratuities for travel reimbursement: Could MDA allow reimbursement of housekeeping the way we do for meals, Uber/Lyft drivers, etc. Mandy said there is no current MDA policy about that. It is contractual language and would have to be bargained for.

c. MNIT

- i. MNIT is reviewing (and largely approving) requests for vacation service credit after the expansion of the program in the new contract. Employees simply need to email their updated resume, including dates of employment in the month/year format (MM/YYYY), to MN_HR_VACCREDIT@state.mn.us. If you haven't submitted a request, or your previous request was denied under the old contract language, we encourage you to submit your request for vacation credit.
- ii. Our team is working with management to provide career paths for our employees. Please reach out to Andi Morris, MNIT Meet & Confer Chair, if you're interested in helping with this effort.

- 6) Membership Report
 - a. No Updates

- 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), Dec 8, 2023, Friday 8:30am-5pm,
 - b. Local Officer Training, Jan 25, 2024, Thursday 8:30am-4pm
 - c. Basic Steward Training, Jan 26, 2024, Friday 8:30am-5pm
 - d. Advanced Steward Training, Mar 22, 2024, Friday 8:30am-5pm
 - e. Basic Steward Training, Apr 26, 2024, Friday 8:30am-5pm
 - f. Advanced Steward Training, Jun 28, 2024, Friday 8:30am-5pm
 - g. Basic Steward Training, Aug 23, 2024, Friday 8:30am-5pm
 - h. Basic Steward Training, Oct 25, 2024, Friday 8:30am-5pm
 - i. Advanced Steward Training, Dec 13, 2024, Friday 8:30am-5pm

Upcoming Events:

- Next meeting: January 25th on Teams
 - o UPDATE: Meeting moved to January 30th due to conflict with Local Officer Training

Local Labor Notes:

- 11/3/2023 - First Ave unionized and got voluntary recognition <https://racketmn.com/first-avenue-minneapolis-union>

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.