

Local 901 Meeting
 1/30/24, noon, Teams
 Attendees: 102

Membership:

901 Local Membership as of 01/23/24	450 Members	271 Non-members	62.4% 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) <a href="mailto:<Gordon.Loery@state.mn.us>"><Gordon.Loery@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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Discussion:

1. Review 2024 Budget
 - a. Link to proposed budget https://docs.google.com/spreadsheets/d/1447FhyF1rp4wpxhZKCuIX2-G2c4t2lbNMHO_OmE2M3l/edit?usp=sharing
 - b. Link to Budget Feedback and Social Event Planning Survey: <https://forms.office.com/g/8CnBYKkyu>
 - i. PLEASE COMPLETE BY FEBRUARY 6th, 2024!
 - c. A follow-up survey to vote on the 2024 budget will be sent out to members-only in February
2. Need volunteers
 - a. Social/Food events for 2024
 - i. One off commitment
 - b. Audit – need 1 more 901 volunteers to help us audit in March (per bylaws)
 - i. Please reach out to Gordon Keohokalole if you are interested!
 - c. Stewards – we need more! See trainings listed lower down
 - 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. Welcome Committee
 - i. send template emails to 1-2 new hires twice a month
- g. 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: 8 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
- h. New Hire Swag coordinator
 - i. Getting MAPE t-shirts to new members (via mail or office pick up)
 - ii. Reach out to Meridith if you are interested

3. Lobby Day 2024

- a. John Ferrara presented
- b. [Tuesday March 19th, 2024](#)
- c. Goal: 250 people out of 1071 people in Region 9
 - i. REGISTER NOW! Registration Deadline is Friday March 8th, 2024 12PM
- d. If you are the only one who is representing your district or feel uncomfortable meeting with your representative/senator, MAPE will help you and assign staff and other experienced members to help you if you do not want to go alone.
- e. Lost time is available for all members who registers and there is a lunch voucher, and reminder to keep parking/transit details for reimbursement from MAPE
- f. Do you have a MAPE t-shirt?
- g. **ACTION: Get your T-shirt requests in by Friday Feb 9th, EOD by filling out this form!**
<https://forms.office.com/g/2uWVnJVPGY>

4. Non-partisan caucus initiative

- a. Expect more information from the Political Committee in coming MAPE communications
- b. Goal is to have members caucus for pro-labor candidates regardless of party affiliation
- c. <https://www.sos.state.mn.us/elections-voting/how-elections-work/precinct-caucuses/>

5. Solidarity Action

- a. When/where: February 13th, MSP airport, arrivals level, 11 am - 1 pm
- b. Flight attendants will be doing an informational picket and are looking for people to join them in solidarity.
- c. This is part of a national day of action: <https://contract2022.afaalaska.org/feb-13-action/>
- d. Flight attendant have been working without a contract since December 2022, and haven't received a raise since early 2019.
- e. Folks are encouraged to take rideshare or public transit in.

Standing Agenda:

- 1) Welcome

- 2) Steward Report – Dereck

3) Regional Director Report – Carrie

4) Treasurer Report – Gordon

5) Meet & Confer Reports

a. Health

- i. Lab classes for AG and health have been updated for some people with a new classification: lab scientists 1-3. We did pass an mou so all the new lab scientists would keep their old seniority. Some people were switched to non-exempt fsla status which means they are eligible for real overtime now. We still have a lot of questions, like why some people were not moved to non-exempt, so we'll let you know when we get more information.
- ii. At this time, the health commissioner is not prioritizing student loans. We are still pushing the issue though. Pretty much all of the agencies are working on this and revenue actually just got it! (After a four year battle, but still)
- iii. The wage compensation/pay equity study is still ongoing. HR is hoping to have recommendations to MMB by June.

b. **Ag:** Below are the notes from our November 2023 Meet and Confer Meeting. Before you get engrossed in the riveting details of our last meeting with Management and HR, please take the time to look at and fill out our [2022 HPAI Incentive Pay Survey](https://forms.gle/RfHnzGeoTejw2Cs96): <https://forms.gle/RfHnzGeoTejw2Cs96> *This is especially important if you have served in any compacity in the Avian Influenza response since the 2022 outbreak.*

i. Upward Feedback for Supervisor reviews

Mandy and Andrea reported they have met with DEED leadership which, as far they know, is the only agency that's been using upward feedback (since 2020). Andrea and Mandy got info about DEED's policy and how it works in practice, questions that are asked, and how the feedback is used. DEED has found upward feedback to be a very good too. They have also implemented something called "Peer Insight" – choose people /colleagues who will provide feedback to inform managerial style and performance. At DEED, using upward feedback is voluntary, not mandatory. The only person who gets the feedback is the supervisor (not the supervisor's boss). The supervisor can choose to share upward with manager. It's also not used if the number of direct reports is 3 or fewer. They noted that mentioned this isn't a process to air grievances. Those conversations should be had with supervisor or manager or through contract process. Important to remember the goal is to help people be successful in job, improve performance. DEED provides guidance on how supervisors can and should use/implement feedback. **Andrea said they were energized by what DEED shared and how positive they were about it. They will explore about ways MDA could implement this tool.**

ii. Retention Bonuses and Staffing Policies for Emergency Response (ER)

Bob reported that the MAPE M&C members are still working on a member survey and will share the information collected.

Andrea said that with the with current reactivation, they have been focusing on Emergency Reponse staffing. The plan is not to have a general policy, because this is such a changing process – emergencies differ. MDA met with the new emergency mgmt. director at Department of Public Safety to investigate how to be more creative about staffing emergencies -- which are becoming more frequent. There are questions about which agencies should staff these roles. Andrea said they are trying to be creative around staff capacity – who we need and for how long and said open, honest dialogue between supervisors and employees about responsibilities, burdens, etc. is necessary. However, at this point no plan for "a" policy; they are asking people to communicate with supervisors.

Q: If there is not going to be a policy, would MDA consider offering resources to help guide conversations between supervisors/employees. **Andrea will discuss this idea with Lucy.**

- iii. **Governor's EO 2314 – individual development plans. What does this mean at MDA?**
Andrea reported that MMB asked agencies to push forward with formalizing Individual Development Plans (IDP). The past year or two, MDA has held M4s (MDA monthly management meetups); managers/supervisor meet with Andrea and HR to discuss new policies, quick training, reminders, etc.
MMB has provided an IDP tool. MDA wants to make sure it is not a scary or onerous process for managers or employees, so revised it some. NOTE: there are no repercussions for not “accomplishing” what’s on an IDP. This is first year we’ve had formalized IDPs in place – previously, it was available but initiated by employees.
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. **Expanded lengths of service, Vacation credit**
HR has been somewhat inundated by the volume of requests because they have some staff on leave. volume and HR has staff on leave. They to respond w/in 10 business days but there can be delays. If delay is HR’s fault, they we backdate the request so the employee not negatively affected. They’ve received 32 requests to date and approved 20. The other 12 are pending. Most common problem is employee resumes that are missing exact start/end dates of previous employment. If missing, or employees don’t respond to request for specific dates, HR use last day of the month reported on the resume. They are getting requests with overlapping positions (e.g., working full and part time) –but length of service is not credited for 2 positions simultaneously. They’ve had requests for years spent obtaining a degree, which are denied -- they credit for internships, but not for time spent obtaining degree. Graduate research or being a teaching assistant is considered work and would be counted.
- v. **Student loan program**
Andrea said she was excited about the employee recruitment, retention potential but funding will be challenge. The program has been around for a long time, but most do not offer it (and most of them have bigger budgets and more funding flexibility than MDA.) Enterprise-wide funding would increase likelihood of being able to offer.
Bob said MAPE would be interested in helping to secure funding, especially if it will require legislative action. Clearly this is attractive program for both employees and agencies. Pushing to have this program at enterprise level would be helpful.
- 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.
Employees should report to supervisor and Laura.
- vii. **Housekeeping gratuities**
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 M&C is meeting with Management on Thursday to discuss the following topics:
 - [Pay History Law](#)
 - Student Loan Reimbursement
 - Safe & Sick Time Law
 - Vacation Length of Service Credit
 - Visa Sponsorship
 - Department of Children, Youth, and Families (DCYF) Impact to MNIT Staff
- ii. The Career Path Committee met with HR on Monday January 29th, 2024 and presented the findings from the Career Path Survey
 - Next steps include receiving resources from MNIT HR regarding career path and advancement information, sending those back to the membership, and sending a follow-up survey regarding whether people were aware these resources exist
 - We are also asking MNIT HR to review the list of asks we had and asking them to identify what gaps they have for resources/education/policy/opportunities to support our staff
 - Major ask to review the ITS series position classifications for this bold new world

6) Membership Report

7) Upcoming trainings in MAPE Portal – note, upcoming classes can be viewed outside of the portal at <https://mape.org/resources/training/classes>

- a. Home Buyers Seminar, Feb 27, 2024, Tuesday 5:30 –7 pm (hybrid, in person and online)
- b. Advanced Steward Training, Mar 22, 2024, Friday 8:30am-5pm
- c. Basic Steward Training, Apr 26, 2024, Friday 8:30am-5pm
- d. Organizing as a Steward, May 10, 2024, Friday 8:30am - 5 pm
- e. Home Buyers Seminar, May 14, 2024, Thursday, 5:30 – 7 pm (hybrid, in person and online)
- f. Advanced Steward Training, Jun 28, 2024, Friday 8:30 am - 5pm
- g. Home Buyers Seminar, August 20, 2024, Tuesday 5:30-7 pm
- h. Basic Steward Training, Aug 23, 2024, Friday 8:30am – 5 pm
- i. Organizing as a Steward, Sept 13, 2024, Friday 8:30 - 5 pm
- j. Basic Steward Training, Oct 25, 2024, Friday 8:30am - 5pm
- k. Organizing as a Steward, Nov 1, 2024, Friday, 8:30 - 5pm
- l. Advanced Steward Training, Dec 13, 2024, Friday 8:30am-5pm

Upcoming Events:

- Next meeting: Thurs Feb 22, noon, on Teams

Local Labor Notes:

- 1/8/24: Contract interpreters who handle cases in Spanish, Somali and Hmong, among other languages, started refusing assignments for Minnesota courts until their demands for increased wages are met.
 - o <https://sahanjournal.com/business-work/minnesota-court-interpreters-demanding-increased-wages/>
- 1/10/24: 430 Planned Parenthood workers reach first tentative agreement after 38 bargaining sessions
 - o <https://minnesotareformer.com/2024/01/09/planned-parenthood-affiliate-in-minnesota-reaches-tentative-deal-with-union-on-first-contract/>
- 1/10/24: Sun Country flight attendants (Rep'd by Teamsters 120) picketed for higher wages, they start at \$21/hr
 - o <https://www.twincities.com/2024/01/10/sun-country-flight-attendants-picket-at-msp-for-better-wages/>
- New MN laws!

- Can't ask about prior pay: <https://www.mprnews.org/story/2023/12/21/minnesota-employers-cant-ask-applicants-about-prior-pay-starting-jan-1>
- Statewide sick and safe time: <https://www.dli.mn.gov/business/employment-practices/faqs-earned-sick-and-safe-time-esst>
- Enforcing labor laws!
 - Construction wage theft: <https://minnesotareformer.com/2023/12/19/minnesota-regulators-seek-2-4-million-for-construction-workers-in-historic-wage-theft-case/>
 - \$3 million in wage theft at dairy farm: <https://minnesotareformer.com/2024/01/08/minnesota-dairy-farm-faces-3-million-wage-theft-lawsuit-involving-hundreds-of-workers/>
 - Right to pump breast milk: <https://www.kare11.com/article/news/state/minnesota-labor-officials-fine-menards-docking-employee-pay-for-pumping-breast-milk-at-work/89-24d0911c-576a-4c03-8f49-d88a4b6d3280>

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.