

Local 901 Meeting
 Tuesday 2/22/24, Noon, Teams
 Attendees: 109

Membership:

901 Local Membership as of 2/20/24:	471 Members	276 Non-members	63.05% 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>Community Engagement Officer [6]: Linda Kopecky (MDH), linda.kopecky@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 Shane Hanly, MDA, Shane.Hanly@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. Welcome Linda – Linda will introduce herself next month, she is currently out.
2. Lobby day
 - a. 12 people in 901 have signed up.
 - b. Statewide - 86 people
 - c. Last day to sign up is March 8th
 - d. Teams Meeting Poll: Who has signed up for Lobby Day: (yes / I can't make it this year / maybe)
 - e. Register at MAPE Portal <https://portal.mape.org/Login.aspx>
3. Budget + Social Events Survey
 - a. 88 people completed the survey! **Thank you** to those who took the time to respond.
 - i. Link to the Results can be found [here](#)
 - b. We got some good feedback and questions we want to answer.
 - c. Change in dues Structure
 - i. Change in dues structure – dues increased for some people and decreased for others
 - ii. The portion of dues allocated to locals did not change – the local still gets \$1.25 x (# of Members) each pay period.
 - iii. Local 901 has a surplus of \$70k in the bank because of COVID and that we have been relatively inactive.
 - iv. As a local, we want to use these funds to build community with both folks nearby and with folks who can't easily travel to the capitol. About 100 out of 700 people in 901 are outside the greater metro area.



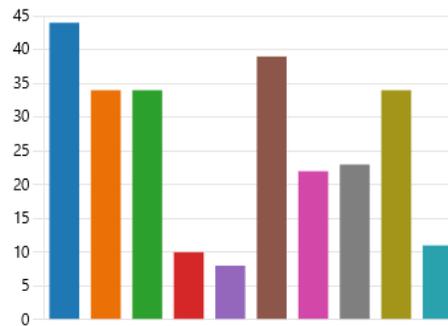
- v.
- vi. On a statewide level, the change in dues structure aims to fund 4 Strategic Investments (more details at bottom of minutes for people who want the details)
1. IT and Data Management tools and expertise
 2. Additional staff to organize MAPE's growing bargaining unit
 3. Additional Meet and Confer and Stewards Retreats
 4. Reinstating investments in MAPE's Crisis fund.
- d. Dues – compared to what?
- i. MAPE
 1. 75% of one hour (45-minutes of member pay) every 2 weeks
 2. Cap of \$32.50 per paycheck, $\leq 0.9375\%$ of gross wages
 - ii. Other Places: Union dues are usually 1-2% of gross wages
 1. USPS Mail Carriers (Mpls [NALC Branch 9](#)): \$34 every 2 weeks
 2. AFSCME [Local 2829](#) (one of locals for State workers): 1.25 x hourly wage, biweekly
 3. Education Minnesota: 0.745% of average public teacher salary for the previous 2 years + special assessments: [2022 dues](#): >\$766 (1.0 FTE)
 4. SEIU Healthcare MN & IA – [PPNCS](#): 2.25% of a worker's wages up to \$72 per month
 5. [Minnesota Nurses Assoc](#): \$79.40 per month
 6. Twin Cities UPS Teamsters Local 638 – 2.5 x wage, once a month (equivalent to 1.25 x wage, biweekly)
- e. 901 Budget Goals / Vision / Intention
- i. **Solidarity** – support each other
 - ii. **Community Building** – includes connecting with as many people as possible in a way that easily accessible and meets people where they are at
 - iii. **Strength through Organizing**
- f. Survey Recap: 88 answers, ~700 people in local

	Yes	No
Hardship Fund ?	72	16
Sunshine Fund?	54	34
Gift cards at end of meetings?	35	53
Interested in having more social events?	54	34

6. What kind of social events would you like to see?

[More Details](#)

● Group volunteer opportunities	44
● Lunch	34
● Coffee break - social gathering	34
● Renting out a movie theater to ...	10
● Watching a movie online together	8
● Snacks in Freeman for lunchtim...	39
● Weekend gathering with food at...	22
● Afterwork appetizers (MAPE can...	23
● A MAPE Saint Paul Saints picnic ...	34
● Other	11



g.

h. Based on your feedback we have updated the budget!

4. Present updated budget: [2024 budget - Google Sheets](#)

a. **Budget vote will be sent to members only, and will close March 15**

b. How would the Hardship Fund work?

- i. We would take the first half of the year to make the forms and sort out details, and put this into practice starting in July.
- ii. This is defined under “Local Member Assistance” <https://mape.org/resources/mape-documents/mape-policies>, summarized below:
- iii. Locals may establish hardship funds for qualified recipients.
 1. The local executive committee will be responsible for the establishment of the LMAF and policy/procedures.
 2. Disbursement of funds is limited to the approved local budget line item.
- iv. Qualified recipients:
 1. A MAPE member and or spouse, domestic partner, dependent child, who has been financially impacted due to a recent major personal/family catastrophe or medical condition.
- v. Eligible requests:
 1. Each qualified recipient is eligible to receive grants not to exceed a total of one thousand dollars (\$1,000) of LMAF assistance during a 12-month period.
- vi. Accountability:
 1. The local executive committee operates and oversees the LMAF and considers each application request. Requests and decisions are subject to review and audit by the MAPE Executive Committee.

c. How would the Sunshine Fund work?

- i. Someone needs to inform 901 leadership if there is someone who’s had an applicable event.
- ii. Qualifying events are based on FMLA, with some additions:
 1. The birth of a child or placement of a child with the employee for adoption or foster care,
 2. The care for a family member who has a serious health condition,
 3. A serious health condition that makes the employee unable to work,
 4. Family member’s deployment as a member of the US Military
 5. Marriage or union
 6. Death of a family member
- iii. “Family member” as defined by our contract: an employee’s
 1. child, foster child, adult child, legal ward, child for whom the employee is legal guardian, or child to whom the employee stands or stood in loco parentis;
 2. spouse or registered domestic partner;
 3. sibling, stepsibling, or foster sibling;

4. biological, adoptive, or foster parent, stepparent, or a person who stood in loco parentis when the employee was a minor child;
 5. grandchild, foster grandchild, or stepgrandchild;
 6. grandparent or stepgrandparent;
 7. a child of a sibling of the employee;
 8. a sibling of the parents of the employee; or
 9. a child-in-law or sibling-in-law;
 10. any of the family members listed above of a spouse or registered domestic partner;
 11. any other individual related by blood or whose close association with the employee is the equivalent of a family relationship; and
 12. up to one individual annually designated by the employee.
- iv. Address:
 1. Ask requester for address
 2. If the requester does not have the address, ask the union for an address
 3. Situations where neither the requester nor the union has the address will be handled on a case-by-case basis
 - v. What will be sent:
 1. Non-members: send them an appropriate greeting card
 2. Members – get a <\$50 gift basket from Harry and David’s
5. Solidarity Actions:
- a. Nursing Home Strike with SEIU Healthcare MN & IA
 - i. When: March 5th
 - ii. Who: a minimum of 7 nursing homes will be striking
 - iii. Where:
 1. main place to turn the public out to: Saint Therese Senior Living of New Hope, 8000 Bass Lake Road, New Hope
 2. Likely will also include a large marching into and around the capitol
 - iv. One of the demands is that the state standards board set a \$25/hr pay min
 - v. More details to follow, reach out to Meridith if interested
 - vi. <https://minnesotareformer.com/briefs/workers-announce-strike-at-7-nursing-homes-in-the-twin-cities-metro-area/>
 - vii. <https://www.startribune.com/workers-announce-one-day-strike-at-7-twin-cities-nursing-homes-over-pay-staffing/600344818/>
 - b. Minneapolis Federation of Teachers (MFT) Rally
 - i. March 12 at School Board meeting
 - ii. 1250 W Broadway Ave, Minneapolis, MN 55411, USA
 - iii. Time: 4pm or 5:30, more specifics to follow, reach out to Meridith if interested
 - iv. Similar to rally on Feb 13 School Board Meeting <https://kstp.com/kstp-news/top-news/minneapolis-teachers-rally-for-new-contract-outside-board-meeting/>
6. Need volunteers
- a. Stewards – we need more! See trainings listed lower down
 - b. 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
 - c. Welcome Committee
 - i. send template emails to 1-2 new hires twice a month
 - d. New Hire Swag coordinator
 - i. Getting MAPE t-shirts to new members (via mail or office pick up), reach out to Meridith

Standing Agenda:

- 1) Welcome

- 2) Steward Report – Dereck
 - a. New Steward! Welcome Shane!

- 3) Regional Director Report – Carrie February Board of Directors Update:
 - a. Board retreat and Board meeting occurred 2/15-2/16.
 - b. Spent time thinking about we want to move forward as a union. Directors picked 3 words to guide those two days: vision, strategy, and integrity.
 - c. Regional Directors had a chance to say what was working well and what wasn't working with the current structure. This was part of the restructure work that is beginning. This process will be methodical, and it will take some time. There will be opportunity for more input along the way.
 - d. MAPE-wide finances are in good shape. Overall, dues collections are at 107% of our budget for the month while expenses are running at 73% of what we anticipated, we are off to a great financial start for 2024.
 - e. Spring special elections info:
 - f. Nominations are set to open on April 1st, voting runs from June 3rd through June 13th and seating of new officers is set for June 20th.
 - g. The Statewide Elections Committee currently has three members and is looking for two more. If you're interested, email swelect@mape.org.
 - h. This election will be for our negotiations reps, delegate assembly delegates, and any local leadership vacancies.

- 4) Treasurer Report – Gordon

- 5) Meet & Confer Reports
 - a. Health (Jen Palm presented)
 - i. Moving forward with student load workgroup (revenue has already implement this program). MDH is not interested in pursuing this option but we are workign to coordinate.
 - Reach out to Lydia Fess if you are interested.
 - ii. Wage and pay equity study is currently underway, HR is looking at all wage inequities across the agency. It is scheduled to be completed and submitted to MMB by June.
 - iii. MDH MAPE members will receive a survey to see what issues M&C should work on in the coming year
 - b. Ag (Eric Lundquist presented)
 - i. Ag met with leadership on Feb 12
 - ii. Retention bonuses – no plan to move forward with the HPAI bonuses.
 - iii. Lab on-call: Moved from being exempt to non-exempt. The lab staff was essentially on-call for free and now they are required to balance hours on Monday or Tuesday. After bringing this forward to HR, after about a month the lab folks now have:
 - Oncall pay
 - Overtime pay
 - Callback pay
 - iv. Two years of back pay for folk impacted.
 - v. Fleet vehicle issues – all electric vehicles for the state – have unique needs for the state and remote areas and working to get exemptions
 - vi. IDPs – what happens if employees have issues – should be employee driven vs supervisor driven. If you have problems reach out to your HR representative
 - vii. Expanded length of service – have all your dates ready and there are only three outstanding requests and you will receive back-pay.

- viii. Ag people interested in student loan reimbursement issue – reach out to Margaret Holley (Lab), she is coordinating with Lydia in Health.
- c. MNIT (Barbara Monaco presented)
 - i. Met with leadership on 1/31/2024
 - ii. Pay History Law
 - Have sent an email to all managers and supervisors advising them not to ask about pay history anytime in the hiring process
 - MNIT is acting based on MMB memo providing guidance to agencies
 - Historically, a promotion has been 3 steps – now it could be 1, or even 5 steps
 - Will not impact reallocations as those are not candidates under the law
 - iii. Student Loan Reimbursement
 - Historically, a promotion has been 3 steps – now it could be 1, or even 5 steps
 - Will not impact reallocations as those are not candidates under the law
 - iv. Safe and Sick Time Law
 - Sick Leave Policy has the updated language (located in the Policies library)
 - Management will look at including this in the next HR newsletter
 - v. Vacation Length of Service Credit
 - Did recognize the lack of update in the policy and are working on updating the policy – will have it updated by next meeting
 - Language between unions is not consistent so it can be more challenging to put in a policy
 - Over 200 requests have been processed
 - vi. DCYF Impacts to staff – FY25 will most likely be a transition year and staff supporting Prism will be impacted but other staff have not yet been identified
 - vii. Phishing Simulation Emails
 - We asked to not use union language in phishing simulations

6) Membership Report

- a. Thank you Maya Benedict for joining the Ag MAPE Orientation Team!

7) Upcoming trainings in MAPE Portal – note, upcoming classes can be viewed outside of the portal at

<https://mape.org/resources/training/classes> Home Buyers Seminar, Feb 27, 2024, Tuesday 5:30 –7 pm (hybrid, in person and online)

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

Upcoming Events:

- Next meeting March 28th 12-1PM

Local Labor Notes: Meridith didn't have time to collect these - next month!

Details on MAPE's 4 strategic investments

1. Investments in information and technology would be used to build critical technological infrastructure including:

- Software
- Webpage enhancements
- Member data reporting tool
- Staff specialized in data management and analytics

We would deploy these new capacities to help MAPE staff and member-leaders gather and scrutinize member and labor data, informing our strategic decisions and priorities more effectively.

These data tools and skills can steer us towards refreshing our vision of what it means to be an engaged MAPE member and an engaged MAPE local. By measuring what matters, we can invest our resources into investing in building membership recruitment, training, and mobilizing capacities where they are most needed, while leveraging the skills and strategies that are working across locals, agencies, and regions. Further, we might better track and analyze contract enforcement issues and use that data to inform our bargaining process.

2. Our member percentage and bargaining unit size directly impact our member income. Our ability to raise money is critical to having a powerful and organized union, however, our ideas, values, and solidarity are what unites and drives our movement to make the State a great place to work and live.

The MAPE bargaining unit has grown by more than 1,400 employees in the past five years, from 14,820 (2018) to 16,222 (2023). The 2023 Minnesota legislative session led to historic investments across Minnesota and in State government. The creation of nine new State agencies and boards include the Department of Children, Youth and Families; the Department of Direct Care and Treatment; the Office of Cannabis Management; and others. New programs like Paid Parental Leave, free lunch for all K-12 public students, and teacher/educator workforce initiatives will add to our rosters too. We expect the number of employees in the bargaining unit to grow steadily through 2024 and anticipate new and relocated workers will need all-hands-on-deck to ensure our contract is fairly applied to them in their new work locations and/or brand new and essential work.

We recommend investing in building membership recruitment, training, and mobilizing capacities, and growing MAPE's organizing and enforcement capacities.

3. MAPE hosted an engaging and restorative 2023 steward retreat. Two days of networking, keynote speakers, collaborative steward and staff-led training sessions, food, lodging, and travel costs for nearly 110 stewards (out of 335 stewards in MAPE) were an estimated \$80,000.

Stewards were celebrated and acknowledged for their hard work defending our contract and supporting members with their contract questions, workload meet and confer requests, and filing grievances when needed. While stewards are rarely able to receive pay for lost time from MAPE, the retreat showed stewards how much we value their commitment and expertise.

Our 20 Meet and Confer chairs and nearly 125 team members are a similarly specialized group of member-leaders that carefully and tirelessly stay tuned into agency-based MAPE worker needs and concerning trends. The Meet and Confer teams spend hours of their personal time gathering stories and examples from members. They prepare members to share their experiences and concerns with agency leaders and design collaborative solutions to remove institutional barriers so MAPE workers can be successful in their work assignments. With new agencies and boards being established, we anticipate having nearly 180 meet and confer member-leaders in the near future.

We recommend planning steward and meet and confer retreats to further invest in and equip our stewards and meet and confer member leaders.

4. As of June 22, 2023, the Crisis Investment Funds balance is \$12,539,000 equating to a little over \$1,150 available per member. While this amount is a start, it is insufficient to cover comprehensive needs such as healthcare costs, particularly if a strike or government shutdown extends into a new month.

To effectively sustain a job action like a strike, we need to consider various elements that go beyond individual financial stipends. These elements include but are not limited to childcare for picketers with children, living wage reimbursements, provisions of food, water and toiletries, the printing of signs, strategic media and messaging campaigns, and parking and transportation solutions. Additionally, healthcare premium stipends may be required to help cover employer contribution or MinnesotaCare health insurance costs.

We estimate that a robust strike fund would require an average allocation of \$2,500-\$3,000 per member. However, this is not a one-size-fits-all-approach; we encourage members to be upfront about their needs and contribute as volunteers wherever possible. This allows us to prioritize funds for members who face more significant financial burdens and challenges, ensuring that nobody feels compelled to cross the picket line due to financial or health strains.

Given these complexities and variables, we recommend that the Board of Directors create a comprehensive plan detailing how the Crisis Investment Funds will be deployed during job actions by the start of the 2025-27 contract negotiations. This plan would outline procedures, criteria, and ethical guidelines for fund disbursement, ensuring the process is transparent, fair, and strategically sound.

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.

[6] Community Engagement Officer:

- Serve as point person for MAPE's political and legislative work at the local level
- Help build a local community engagement team
- Recruit and train members to effectively participate in Lobby Day
- Educate members about MAPE's legislative priorities and platform
- Educate and recruit members to participate in caucuses and elections
- Recruit local members to participate in campaigns for labor-friendly (and MAPE Political Action Committee-endorsed) candidates
- Implement political infrastructure at the local level
- Work to uplift positive narratives around politics and state service

- Serve as member of local executive team
- Participate in Community Engagement Committee quarterly meetings
- After the pilot phase, Community Engagement Officers will be elected to two-year terms in odd-numbered years