**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*September 21, 2021*

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**Roll call of officers:**

Maurice Wilson, president – present

Rhianon Sargent, vice president, region 10 chief steward – present

Kristine Anderson, treasurer – present

Camryn Krause Ferris, membership secretary – present

Mike Schultz, secretary – present

Michael Diedrich, MDE meet and confer chair – present

Mike Foster, region 10 negotiations representative – present

Jackie Blagsvedt, region 10 director – present

Dan Engelhart, MAPE business agent for Local 1002, was also present.

**Delegate Assembly Update**

Delegate Assembly was on Saturday. We got through all of the resolutions; however, there were technical and adaptive challenges, such as not being able to see or hear each other at all times. A couple resolutions were tabled and forwarded to the board of directors, which was disappointing to delegates. One major change will be regarding election timing. Elections will happen in the fall so that onboarding does not occur near contract negotiations and Delegate Assembly. The transition to this will take a couple years. Additionally, delegates passed the MAPE budget. There is room for growth on improving the budgeting process. Region 10 provided a lot of feedback on the budget. Local 1002 delegates will keep meeting to plan new resolutions for the 2022 Delegate Assembly.

A huge thank you to our delegates – Wai Wong-Lai, Elizabeth Stephens, Moi Boudoir, and Jon VanOeveren.

**Board of Directors (BOD) Update**

The MAPE BOD is starting the strategic planning process. A request for proposals was released for assistance in the planning process.

**MAPE Contract Update**

Last Friday was the last day to vote on the contract. 6,895 members voted on the contract. Of those that voted, 175 voted to reject the contract, meaning 97% of those who voted accepted the contract. Usually 93-94% accept the contract. There was an increase in the percentage of members voting, over 67%, whereas it was around 60% for the previous contract. The next steps are for the contract to go to the Subcomittee on Employee Relations (SER), and then to the Minnesota Legislature (House of Representatives and Senate). SER is composed of five Republicans and five Democrats, and between them there are five House members and five Senators. If approved by SER, a tie vote, or no action, the contract will go into interim effect. When in interim effect, retro pay will be authorized. Open enrollment would also be affected. The State Employee Group Insurance Program (SEGIP) needs the contract to be in interim effect by October 12 for short-term disability to be included in open enrollment this year. Open enrollment will be online and tutorial videos will be provided. Points need to be earned by the end of October to qualify for the health cost reduction benefit.

**Donation for School Supplies**

Local 1002 plans on donating money to one metro school and one rural school to be used on purchasing school supplies for students. Let Maurice know of schools that could use the donation, or the schools will be picked randomly. $500 will be donated to each school.

**Meet and Confer Update**

We are advocating for 100% telework as the default option for staff. The commissioner is supportive of this. We hope to have the memorandum of agreement (MOA) finalized soon. The MOA will go above and beyond the current Minnesota Management and Budget (MMB) policy and create additional protections for MDE staff.

No information was shared about the new lease. We are almost certainly moving. Dedicated space will be provided if you are working three or more days a week in the office. We are questioning if supervisors are requiring in-person meetings, is the meeting actually necessary, and if so, can it be done virtually or in a hybrid format? We are also working on getting more clarify from the MDE executive team on when the current space will need to be vacated.

Remember that there is a different between telework and remote work. The telework work site is the MDE office building; for remote workers, it’s a different site. Remote work is a condition of employment, whereas telework is a potential option for employees. Supervisors need training on the difference, as they have been applying the telework policy to remote workers.

Regarding performance sync, there has not been consistent training for supervisors and staff. The current process creates the potential for increased risk to the employee if there is an acrimonious relationship with the supervisor. We are working with AFSCME on tips and tricks to assist employees in the process to help make it a positive experience.

**Steward Update**

Stewards see a lot of the same issues meet and confer is addressing. We are working with that team on dividing the work and determining how to approach situations. If an individual issue, that will be with stewards; if agency-wide, with meet and confer. Sometimes an individual issue reveals an agency-wide concern.

**Membership Update**

We’ve had a handful of new employees. Camryn is working to connect with them. If they are in your division, consider reaching out to them about membership. Generally 1002 membership has been steady. Thank you to all the 1002 members who voted on the contract!

**Treasurer Update**

We are working with our financial institution to update the signers on the account. We hope to have that completed soon.

**Business Agent Update**

There was zero consultation with any union on MMB’s new testing mandate; the policy was created unilaterally by MMB. We were told about it the day it was rolled out. The statements made to the media by Governor Walz that his administration was in negotiations with the unions on this policy are false. MAPE made a formal demand to bargain since the policy effects the terms and conditions of our employment. MAPE’s position is not for or against the content of the policy, but we are opposed to not being involved in the development of the policy. We want to make sure testing is accessible and at no cost to employees, as well as clearer procedures around quarantining. There are many questions about the policy that could have been resolved if MAPE and other unions were at the table. We want to make sure implementation of the policy is clear. There is an FAQ on the [MAPE website](https://mape.org/frequently-asked-questions-about-mmbs-vaccine-and-testing-requirements).

Additionally: Thirty-five percent of new hires have become members since the start of the pandemic. Fewer people signed the petition than voted on the contract, and the vote was the second highest in the past decade. MAPE does have a contractor for strategic planning and will be holding listening sessions in the future. We are looking for leaders from Local 1002 to share with statewide MAPE leaders – the local has a lot to be proud of. The contract will likely be something we have to fight for to pass the Legislature.

**Organizing Council Update**

The council will be bringing together all membership secretaries to learn and share best practices of the position, such as for meeting with new hires, particularly now in the virtual environment. It’s important to have engaged members to determine issues we can organize around. For example, student loan assistance – it’s in the contract but it’s not being utilized. The council assisted in the scoring process and selection of members to receive scholarships from MAPE – over $33,000 was awarded to membership to support their continuous education and development.

**Raffle Winners**

Moi Boudoir

Alina Campana

**Next Meeting**

October 19, 2021

11:30-12:30

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*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*