# Local 2101 Meeting Meeting Minutes

January 12, 2021

Via WebEx

**Welcome – Liz Pearson, President**

* + First MAPE meeting for 2101, for the year of 2021!
  + Some thoughts on last week’s events: Feeling some grief. Our democracy is fragile, but it is also resilient. We have an amazing system that can continue, but should not be taken for granted.
    - What are we grateful for, particularly as union members? Living wages, health care, the ability to collectively bargain. Let’s remember that it took a lot of hard work to get these things that we might now take for granted.
    - 65% of Americans in favor of unions at the moment.
    - Incoming U.S. Secretary of Labor has union experience.
    - 1 out of 2 people say they would vote to be a part of a union if they could.
    - Let’s be inspired to continue to work to make our union strong!

**Lunch Donation – Liz Pearson**

* Only 5 responses to December so we chose not to donate in December
* This month: 134 responses, 3-way tie: $200 to Big Brothers and Sisters, $150 to CornerHouse, and $150 to St. Stephen’s in Mpls
* [Big Brothers Big Sisters Twin Cities](https://www.bigstwincities.org/) is a nonprofit that creates and supports mentoring relationships that ignite the power and promise of youth and help all children to achieve their full potential.
* [CornerHouse](https://www.cornerhousemn.org/) is an accredited, globally recognized Children’s Advocacy Center, providing services for children and caregivers impacted by child abuse for over 30 years.
* [St. Stephen’s](https://ststephensmpls.org/) has a mission to end homelessness by providing a range of effective programs including street outreach, shelter, and housing. St. Stephen’s programs impacted more than 2,553 single adults and 598 families last year.

**Meeting agenda – via WebEx poll**

* Approved

**Update from our Negotiations Representative – Christine Retkwa**

* Negotiations committee is fired up!
* Christine deeply appreciates everyone who took the time to fill out the survey about negotiations and our contract. Christine read through all 260 responses from 2101. It was an honor to hear people’s thoughts.
* The committee will now be having 7 day-long meetings over the next 2 months to work to create themes from what they have heard from people. Some emerging themes so far:
  + Health care costs and wages (while recognizing the budget situation).
  + Flexible working arrangements for work/life balance- so that you can be productive for the hours of the days that work for you.
* Some ideas and concerns are hard to put into contract language, but the Negotiations Committee and other MAPE leaders are thinking of ways to bring these concerns into the process- for instance, through Meet and Confer
* Planning a call to action- stay tuned! Likely will be communicating with elected officials in some way.
* If it matters to you what the contract looks like, what you want your work life to look like- you need to be vocal and participate, because that is what makes a difference. This is not a time to take things for granted.
* One way you can participate and make your voice heard is to become a member! The more members we have, the better our bargaining power will be. You also need to be a member in order to vote on our contract. You can sign up to be a member here: <https://mape.org/join-mape>.
* Action: Be ready for a contract action coming soon!
* Contact: Negotiations Rep Christine Retkwa ([christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us))

**Update from our Statewide Organizing Council – Lauren Siegel**

* New MAPE’s statewide membership numbers are down since of March of 2020. Analysis suggests it is because of a combination of reduced hiring/hiring freeze and needing to modify how we are recruiting members, given the increase in telework.
* The declining membership numbers are not because of telework, since we can still reach one another, we just need to find new ways to recruit members, given telework. The good news is with some effort we can increase our membership numbers to a point even better than where they were in March of 2020!
* The Organizing Council is hosting a membership recruitment training on Thursday, January 14 at 12:00 p.m. to train MAPE leaders on how to have membership recruitment conversations and to pick a date for their local to host a membership recruitment “phone bank” to occur the first week of February. During local 2101’s event, we will call people who are not yet a member and have been at the state for 2 years or less. If you would like to attend the training on Thursday or participate in the effort the first week of February, please contact Lauren! The phone bank will be one two-hour block of time, right after work, on a day the first week of February.
* Special shout-out - Our local was the first to have all local (and statewide) officers register for Thursday’s training. Our local officers rock 
* Action:
  + Attend the membership recruitment training on Thursday, January 14.
  + Participate in the membership recruitment effort the first week of February.
* Contact: Lauren Siegel ([lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us))

**Update from our Statewide Political Council – Nicole Juan**

* The Political Council has been meeting regularly over the last month to prepare for the 2021 legislative session which is now in full virtual swing.
* Top tier legislative priorities: Agency funding and revenue generation to support all of the services our state agencies provide in MN. This includes working against privatization and agency participation in the early retirement incentive.
* Other priorities/potential actions: Statewide broadband/fiber network that provides equitable internet access, student loan/debt relief, democracy defense, equitable pandemic response, pre-sentence investigative reports making Juneteenth is a state holiday.
* Priorities and platform go to MAPE Board of Directors for approval and will be sent out to everyone when those are set.
* Day on the Hill this year- the Political Council is working on organizing a series of virtual meetings with legislators by agency. DHS is a priority for meeting with legislators and will likely be the first one taking place- focusing on our budget, anti-privatization, etc.
* Nicole is the point person for putting together a group of DHS employees to meet with members of Human Services committees. If you’re interested, email Nicole at her MAPE email.
* Highly encourage you to participate. This legislative work will directly impact Christine and the negotiations teams’ ability to bargain our contract, as well as continue and improve our programs and services to Minnesota.
* Action: Participate in Day on the Hill! Share a story or even just listen in. This is another great way to use your voice to support state employees and the work we do for MN.
* Contact: Nicole Juan ([njuan@mape.org](mailto:njuan@mape.org))

**MAPE Stewards – Dylan Adams**

* A very big THANK YOU and CONGRATULATIONS to Dylan Adams for stepping up to be our next Chief Steward.
* Dylan is stepping down from the local VP, which he’s been for ~1.5 years, to take this position.
* Stewards represent members for potential violations of the contact and during investigations related to disciplinary issues. Stewards are the boots on the ground for making sure our members are protected and standing up for justice!
* There has been a steep decline in stewards since pandemic. We currently have 10 stewards for well over 1000 people, though we are gaining 3 stewards from Brown & Bigalow and we are happy and excited about that. The list of stewards for our local is on every monthly meeting agenda.
* We want you to be a steward! Especially interested in POC, LGBTQ+, and others of marginalized backgrounds. The next new steward training is on April 9.
* Being a steward is not hard, but there is a lot to learn. Take the training and find out what it’s all about!
* Action: Become a steward! Attend the April 9 training. More info and registration for the training is here: <https://mape.org/events/basic-steward-training-apr-2021>
* Contact: Dylan Adams ([dylan.adams@state.mn.us](mailto:dylan.adams@state.mn.us)) or any other steward or local officer.

**Update from our Regional Director – Sarah Sinderbrand**

* Next Board of Directors meeting is Friday.
* Early retirement incentive: Memorandum of Understanding went into effect January 4, after no action was taken by Legislative Subcommittee on Employee Relations. 10 agencies have expressed interest in participating. List from MMB coming out this week with which agencies those are.
* Action: If you have any issues that the Board should know about, please reach out to Sarah.
* Contact: Sarah Sinderbrand, Regional Director ([sarah.sinderbrand@state.mn.us](mailto:sarah.sinderbrand@state.mn.us)).

**Meet & Confer Update – Sue Hall**

* Sue is the representative from the Andersen building on the DHS-wide Meet and Confer, along with Whitney Terrill
* Last meeting was on December 9 with the executive leadership team. They met for a full 2 hours, with the Commissioner attending for the first hour. Here were the topics discussed:
  + Early retirement: leadership expressed concern with putting this into place because of all the movement with staff related to covid response. Expect to know more in the next couple of weeks.
  + Collaborative safety model roll out: want to better understand it- what will it look like and what will be expected of employees.
  + Safe return to work plans for employees.
  + Telework- want to standardize what telework looks like and to allow those that prefer it to be able to continue to do so. Advocating for an agency-wide, equitable approach, because we know this is something a lot of people want.
  + Vacation credit for service approval still an issue- working towards getting a more standardized policy for this.
* New appointments to Meet and Confer are in the works.
* Quarterly meetings dates for 2021 have been set with executive leadership.
* Sue Hall and Whitney Terrill, and others from Lafayette and DCT who are on Meet & Confer, work very hard to represent us and our needs to the Commissioner!
* Action: Reach out directly to Sue or Whitney if you have things you want to bring to the attention of Meet and Confer. Let them know what’s important to you!
* Contact: Sue ([susan.hall@state.mn.us](mailto:susan.hall@state.mn.us)) or Whitney ([wterrill@mape.org](mailto:wterrill@mape.org))

**Member Concerns and Other Announcements – Liz Pearson**

* First Fridays- geared toward new people but anyone who wants to join, reach out to our Membership Secretary Alexis Stafford ([alexis.stafford@state.mn.us](mailto:alexis.stafford@state.mn.us)) or Liz ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us)) to be added to invite. This is an informal time to get to know other DHS employees and talk about any topic, with a focus on learning the ins and outs of DHS. The next “First” Friday is happening this Friday, January 14th.
  + Suggestion to consider rotating the day of week this happens so that people who don’t work on Fridays can participate.
* Membership rate at Andersen is hanging in at 81%. Can always be better! Sign up to become a member: <https://mape.org/join-mape>.
* Attend the next MAPE 101! All MAPE members and nonmembers are welcome. MAPE 101 is an opportunity to take a deeper dive into specific topics with time to answer general questions. The next one is happening on Tuesday, January 26 from 12-1, via WebEx. A big THANK YOU to Amelia Fink for all the work she does to organize and set up the MAPE 101 series. Contact [Amelia](mailto:amelia.fink@state.mn.us) for the meeting invite.
* MAPE elections are approaching. Nominate yourself or someone you know!
  + Nominations open on January 28 and close on March 29. Voting is May 13-27. You do not need experience to be a kick ass leader!
  + But you do need to be a member by February 26 to be a candidate. You also need to be a member to vote in elections. Sign up to be a member here: <https://mape.org/join-mape>.
  + Open positions:
    - Local: Regional Director (2 year term), Vice President (remainder of term, ~1.5 years), Delegate Assembly (multiple slots)
    - State: Vice President (2 year term), Secretary (2 year term), 2 Organizing Council positions (2 year term), 2 Trustee positions (4 year term)
  + More information about the elections is available [here](file:///X:\MAPE\Local_2101\Common\Member%20Resources\2021%20Elections%20Info).
  + Action: Nominate yourself or someone you know for Regional Director or Vice President of our local!
  + Contact: Reach out to Dylan (local VP) ([dylan.adams@state.mn.us](mailto:dylan.adams@state.mn.us)) or Sarah (Regional Director) ([sarah.sinderbrand@state.mn.us](mailto:sarah.sinderbrand@state.mn.us)) or any of the officers to find out more about the positions.
* We are looking for people to serve on our Elections Committee (duties: receive emails, keep a list). Reach out to Liz or any of the other local officers if you are interested. Easy way to step up and be more involved in MAPE.
  + Action: Serve on our Elections Committee!
  + Contact: Liz Pearson ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us))
* Department of Revenue hosted a 3-part series led by Peter Radcliffe about the past, present, and future of unions. Liz attended the series. The Eastside Freedom Library has some great programs coming up. Check out their website! [https://eastsidefreedomlibrary.org/](https://gcc01.safelinks.protection.outlook.com/?url=https%3A%2F%2Feastsidefreedomlibrary.org%2F&data=04%7C01%7Cvanessa.vogl%40state.mn.us%7Cc459babb414a4d6e3e9608d8b270db2e%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637455545061812814%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=8ySJn3IIF0%2FTlJgTjqzxupC04DHUxHBlM7abDC3tDBA%3D&reserved=0)

MAPE member Maurice Wilson who works at the Department of Education shared the [this document](file:///\\mn-dhs1.co.dhs\FileShares\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2021\January\RACE%20Reference%20Materials.docx) which has resources for learning more about racism, white privilege, equity, diversity and inclusion, and how to be anti-racist. We encourage you to check out this rich and comprehensive list and explore these resources.

* [Costco card](../../../Member%20Resources/Costco_Card/CostcoCard.pdf)- talk to Liz if you want to use it online or in person and she will get it to you!
* Liz’s advice- stop your parking contract. Because we don’t know what things will look like, and if people are going to be back in the office this year, it will be later and still be sparse. Save the money for yourself until we know more about how things are going to look!
  + More information about parking and transit, including how to cancel your parking contract is available on the Department of Administration’s website: <https://mn.gov/admin/government/buildings-grounds/parking-transportation/>
* The communication has been that we will be working from home through the end of June, but could very well be longer.
* Wishing you all a happy, safe, and healthy 2021. We miss your faces but glad we can work full time and continue to take care of the people of MN, safely. Let’s not take it for granted!

**Gift card winners!**

* December’s meeting: Dawn Holmen, Cheryl Newgren, Melissa Rakow-Pare, Gloria Smith
* This month’s meeting: Aaron Garcia, Sue Hall, Jo Ann Sharkshnas, Jennifer Walsh

## Upcoming meetings

* Next Officers’ meeting: Thursday, January 21 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, February 9, 2021, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!