# Local 2101 Meeting Meeting Minutes

April 13, 2021

Via WebEx

**Welcome – Liz Pearson, President**

* + Happy first day of Ramadan. Ramadan Mubarak, Blessed Ramadan to those who are practicing. Hoping you are able to celebrate and observe in peace.
  + March 13- April 15 is National Deaf History Month. We acknowledge and appreciate the hard work that our Deaf and Hard of Hearing Services Division does to support DHS employees and the people in our community that we serve!
  + DHS employees at the Golden Rule building were going to be reassigned to Andersen but that seems to be on hold. So we’re not sure yet if Golden Rule folks will be joining our local- we will keep you updated
  + The transition of DHS employees from Brown & Bigalow is happening but not complete yet. Brown & Bigalow folks have the invite to our monthly meetings- welcome if you are here from B&B! Hopefully you’ll officially be a part of Local 2101 soon.
  + Teleworking- we are hoping everyone gets to work in their preferred location. We will support as much as we can from a union standpoint.
  + Take a moment to think about Daunte Wright and his family. Daunte was killed by a police officer in Brooklyn Center during a traffic stop. We shouldn’t have to come together each month to acknowledge another tragedy in our community. We are already experiencing continued grief, sadness, and anger with the Chauvin trial. We usually have a moment of silence- but maybe it’s not a moment of silence anymore- we need to be loud- we cannot be silent. Find a way to get involved and not be silent. Do something for one another. Here are ways to help around Daunte Wright specifically:
    - Daunte Wright Memorial Fund: <https://www.gofundme.com/f/dauntewright>
    - Brooklyn Center Community: [article in Sahan Journal with information](https://sahanjournal.com/helping-out/how-to-help-brooklyn-center-daunte-wright/?utm_source=hive&utm_medium=email&utm_campaign=hive_email_id_64398&h_sid=27af3bde50-601351691291c7d9bec69e04&h_slt=eyJoYXNoIjoiNDZlMzg2MzYwMGRlZmI4IiwiaGl2ZV91c2VyX2lkIjo0MjA3NTQwNH0%3D)

**Lunch Donation – Liz Pearson**

* We had 105 people complete the survey and The Arc Minnesota received 31 votes and St Jude Children’s Hospital received 29. We will split the $500 equally between the two organizations. Thank you everyone for taking the time to participate in our survey.
  + [The Arc Minnesota](https://arcminnesota.org/) promotes and protects the human rights of people with intellectual and developmental disabilities. The Arc Minnesota’s services throughout the state include access to real-time assistance and information, online and in-person training events, and a statewide public policy platform involving people at a grassroots level.
  + [St Jude Children’s Hospital](https://www.stjude.org/)’s mission is to advance cures, and means of prevention, for pediatric catastrophic diseases through research and treatment.
* We should be proud of the support we’ve given to these organizations over the past year that are doing important work helping people.
  + Here is the [list of all the organizations](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2021\April\Local%202101%20Donations%20since%20March%202020.docx) our local has donated to since the pandemic started.

**Meeting agenda – via WebEx poll**

* Approved

**Donation Request – Liz Moua, Co-chair DHS Asian Heritage ERG**

* In the wake of an increase in hate crimes against the Asian communities during the pandemic and the recent attacks in Atlanta, MAPE reached out to the ERGs at DHS and suggested donating funds to organizations focused on serving Asian communities.
* $500 total to be split equally between two national organizations:
  + [Association of Asian Pacific Community Health Centers](https://aapcho.org/)- vision is to be a national leader and critical voice for Asian American, Native Hawaiian, and Pacific Islander community health centers and consumers, ensuring that our communities have better access to affordable, high quality, and culturally and linguistically proficient health care.
  + [Southeast Asian Resource Action Center](https://www.searac.org/) is a national civil rights organization that empowers Cambodian, Laotian, and Vietnamese American communities to create a socially just and equitable society. SEARAC stands together with other refugee communities, communities of color, and social justice movements in pursuit of social equity.
* Chose national organizations because the ERGs have donated to three different local charities already
* May is Asian American and Pacific Islander Heritage Month and the ERG will be hosting some events- stay tuned/watch DHS Today
* Note: Total our local budgeted for donations is $2,000. We’ve donated $500 so far this year. Lunch donations are from our lunch budget and are designated through month of June.
* Request approved via WebEx poll- 58 approved, no opposed

**MAPE Stewards – Dylan Adams, Head Steward**

* If you have concerns seeking out the help you need around the trial and murder of Daunte Wright, please reach out to a steward
* Become a steward! Especially interested in BIPOC, LGBTQIA+, and others of marginalized backgrounds.
* Next monthly steward meeting is April 21 at 9:30 a.m. If you want to see what the meetings are like and learn more, feel free to attend- just [contact Dylan](mailto:dylan.adams@state.mn.us) for the invite
* At MAPE 101 this month we’ll be taking a deeper dive into the stewards’ role and the issues they work on. Be sure to join us on Tuesday, April 27 at 12:00 p.m. (Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) for the invite.) Dylan will be talking as well as David Hearth, our MAPE Business Agent.
* July 9 is the next Basic Steward training, which is all day. You get reimbursed by MAPE to attend. It’s accessible, easy, and useful!
* If you have questions, or want to learn more or shadow a steward, please contact Dylan!
* Action: Become a steward! Attend the July 9 Basic Steward training. More info and registration for the training is here: <https://mape.org/events/basic-steward-training-apr-2021>. Learn more about being a steward by attending MAPE 101 on April 27 or the next monthly steward meeting on April 21.
* Contact: Dylan Adams ([dylan.adams@state.mn.us](mailto:dylan.adams@state.mn.us)) or any other steward or local officer.

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

* Negotiations opened April 6. Over 100 non-Negotiations-Committee MAPE members attended- a few from our local, too! It was great to see this support and interest.
* Hopefully everyone got the recent MAPE Newsletter that contained the overview and specific proposals. More information and updates are available at [mape.org/bargaining](https://mape.org/bargaining).
* MAPE brought forth 30 heartfelt proposals that we believe focused on doing well to honor our members' hard work and that would increase our ability to thrive in the workplace and home, and make the State a more competitive employer.
* 143 proposals from MMB- apparently they reviewed every inch of the contract, and the proposals covered everything from changing numbered lists to bullets, to bigger things like diminishing seniority as criteria for layoffs, keeping discipline letters on file indefinitely, chipping away at union representation accessibility, and removing the added letters at the back of the contract, including Student Loan Reimbursement.
* Five or so of MMB proposals may align with MAPE objectives- particularly regarding benefits for those in Connect 700 program which provides support to folks with disabilities to become and remain State employees
* Next steps: Negotiations Team and staff will go through the proposals from MMB and prepare responses. We will be looking for the items in their proposals that coincide with our interest in making the State of Minnesota the best place to work in Minnesota.
* Talk to your coworkers, [contact Christine](mailto:christine.retkwa@state.mn.us) with your thoughts, take action when the Negotiations Team needs you to! If you haven’t been getting emails from Christine and want to receive the reminders and summaries about Actions, please contact Christine. Ask your co-workers, what do they think about management’s attempts to take away our rights as a union?
* Q about specific proposal related to furloughing- furlough means no bumping. Christine doesn’t have specific information but when she has more information about what all this means- there is a lot to unpack about what this all means
* If there is a proposal that particularly stands out for you- let Christine know.
* We are making sure things get done in very challenging time. MMB’s proposals feel like a slap in the face. Management is not your friend. We have to stand up for ourselves, each other- what we want to see.
* Thank you to the Negotiations Team for all their work!!
* Additionally- excessive amounts of federal money is coming into the state- contact your state rep and senator and remind them of our hard work
* Action: Attend the next bargaining session on April 22- especially the portion that will focus on the status of Temporary Unclassified, 12:00 – 1:15 p.m. Register [here](https://docs.google.com/forms/d/e/1FAIpQLSeV2E3ND36Leycn0zm7ky1157kRsRrW3x5URD1-p4-crhsfGg/viewform). We will also be doing a letter campaign to Governor Walz on April 23.
* Contact: Negotiations Rep Christine Retkwa ([christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us)).

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

* [DHS and MDH Virtual Day on Hill](https://mape.org/news/mape-hosts-first-ever-virtual-days-hill) happened on March 15. Great turnout with legislators and members. Did some training and had great conversations. We’ve also since had DOH with Dept of Corrections/Public Safety. DOH for MinnState is coming up!
* Legislative update: this is the last month of regular session- [all about omnibus bills](https://mape.org/news/legislative-update-omnibus-finance-bills). The legislature needs to hear from us and our stories as they debate these bills and head into committee.
* Use social media and contacting legislators directly to remind them of the importance to fund us and our work.
  + Find out who your legislators are here: <https://www.gis.leg.mn/iMaps/districts/>
* Reach out to Gov Walz about the MMB proposals- make him aware and hold him accountable. He often remarks at the wonderful work we are all doing amidst the pandemic to keep MN working, AND cites MAPE members’ work on his campaign as an important factor in his win. We need to remind him of our union’s power!
* Keep eye out for MAPE internal elections information. Submit personal emails for that info- you will get a lot more info because election work cannot be done over state email. Three open spots for Political Council, for example. Let’s make Local 2101 voters informed voters!
* Q about Lights On bill? Not initiated as far as Nicole is aware of. Hopefully it won’t be needed, anyway!
* Action: Attend the next bargaining session on April 22- especially the portion that will focus on the status of Temporary Unclassified, 12:00 – 1:15 p.m. Register [here](https://docs.google.com/forms/d/e/1FAIpQLSeV2E3ND36Leycn0zm7ky1157kRsRrW3x5URD1-p4-crhsfGg/viewform).
* Contact: Nicole Juan ([NJuan@mape.org](mailto:NJuan@mape.org))

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

* Membership recruitment:
  + In February we did our first virtual statewide blitz. We are doing this again in April over the lunch hour- had successful event on April 1 with a great showing by Local 2101! The next event is April 20. [Reach out to Lauren](mailto:lauren.siegel@state.mn.us) if you’re interested in being invited to that. Might need to reach out to people in other locals but that can be fun to learn more about what other people in other parts of the state are doing
* Using April 20 outreach to also drive turnout for Temporary Unclassified Event on April 22. There are a lot of temporary unclassified workers currently at MDH and DEED.
* We also want people to send letters to Governor Walz on April 23- goal of 500-1000 letters. We want to show we are organized around this issue would be great- shows that we have power during these contract negotiations.
* Action:
  + Participate in the April 20 membership outreach drive, 12:00 – 1:00 p.m.! Contact Lauren for more information and the invite.
  + Attend the April 22 Temporary Unclassified event, 12:00 – 1:15 p.m! Register [here](https://docs.google.com/forms/d/e/1FAIpQLSeV2E3ND36Leycn0zm7ky1157kRsRrW3x5URD1-p4-crhsfGg/viewform). Participate in the letter campaign on April 23!
* Contact: Lauren Siegel ([lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us))

**Meet and Confer Update – Whitney Terrill, Meet and Confer Chair**

* Meet and Confer is a quarterly meeting with HR and management at DHS and is protected by our contract.
* We are excited to welcome new members on Meet & Confer! Nancy Torres, Tonja Rolfson, Faye Bernstein, Mark Thompson, Kevin Egen, Laura Czech, and Rosee Holt. We have a lot of expertise represented on the team, especially from DCT.
* On Monday, April 19 Meet and Confer will be engaging in supplemental negotiations with HR, focusing especially on DCT where there are a lot of workplace issues.
* Hoping you can find the energy to be vocal around all of these issues!
* Currently Senior Leadership and the Senior Strategy Team respect us but don’t yet see us as equals or partners in this- we are still working on developing that.
* Action: If you have any workplace issues that you’d like to see addressed, please [reach out to Whitney](mailto:wterrill@mape.org) or any of the other DHS Meet and Confer committee members!
* Contact: Whitney Terrill ([WTerrill@mape.org](mailto:WTerrill@mape.org))

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

* Reminder: use your floating holiday (if you haven’t already) and any vacation you have in excess of 275 hours by June 30
* Local 2101 membership rate is 81%, which is great but can always be better! Please join if you haven’t yet! <https://mape.org/join-mape>
* There is potential harm and racist undertones in Operation Safety Net with money being deployed to prioritize property and white safety over the lives of BIPOC folks. If you have thoughts or information about this or want to explore the issue further, contact Vanessa Vogl ([vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)).
* Daunte Wright’s death, along with the ongoing Chauvin trial, are having a profound emotional and physical impact on all of us, and especially on our colleagues and friends who are Black and Brown, Indigenous, and People of Color, as these communities are the targets of racism and are disproportionately impacted by police violence. Please prioritize taking care of yourselves and each other!
  + Employee Assistance Program counselors are available (1-800-657-3719 or 651-259-3840), as are a network of specifically culturally competent counselors through LifeMatters (877-455-2814).
  + Black Women and Men of African Heritage are encouraged to connect with [those respective ERGs](https://dhs.intranet.mn.gov/equity-diversity-inclusion/ergs/index.jsp) for support as well.
* If you need a day to take a break or cope or see a counselor, do it! That is what we have sick time for. Supervisors and managers should not ask what you are using sick time for (unless you use it for 3 or more consecutive days, and they can ask if it’s for you or to care for someone else). Mental health is just as important as physical health and the two are interrelated. Take the time to heal and rest and reset.

**Gift card winners!**

* At our monthly meetings we draw four names for $20 gift cards
* March’s meeting: Christina Honsa, David Kennedy-Logan, Charity Mack, Jon Siess
* This month’s meeting: Laurie Henschell, Carrie Krueger, Hari Lamitarey, Libby Rossett-Brown

## Upcoming meetings

* Next Officers’ meeting: Thursday, April 15, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, May 11, 2021, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!