*Local 2101 Meeting  
Meeting Minutes*

February 12, 2019

Anderson Bldg. Rooms 2370 & 2380  
Lunch: Old World Pizza

**Welcome – Liz Pearson, President**

* **Weathering difficult situations together:**MAPE Central responds to concerns over state agencies not shutting down in the face of extreme weather:<https://mape.org/news/weathering-difficult-situations-together>
  + For more information about time off in emergencies, see Administrative Procedure: Time Off in Emergencies [https://mn.gov/mmb/assets/05-4-timeoffinemergencies\_tcm1059-124059.pdf](https://c/Users/pwvmv51/Desktop/%09https:/mn.gov/mmb/assets/05-4-timeoffinemergencies_tcm1059-124059.pdf)
* **We are celebrating Black History Month!**
  + **Remember what Peter Rachleff said about the history of labor- it was meant to protect jobs for white working class men. Historically there was not room at the table for people of color or women. Our leadership is now all women. We’ve come a long way but still have a long way to go. This is a table for everyone!**

**Approval of meeting minutes and agenda – Liz Pearson**

* **Last Month’s**[**Meeting Minutes**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/January/20190108MAPEMinutes.docx)**– Approved**
* **Meeting**[**Agenda**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/February/February20192101Agenda.docx)**– Approved**

**Announcements – Liz Pearson**

* **Thank you to the**[**19 MAPE volunteers**](https://c/Users/pwvmv51/Desktop/FMSC%20picture.jpg) who braved the weather to participate in the Feed My Starving Children volunteer opportunity on January 26. MAPE was joined by a number of Girl Scouts and other groups. In total, we packed 140 boxes containing 30,240 meals going to Sierra Leone. This will feed 83 kids for a year. **Great work by MAPE to continue to help people in need!**
* **Thank you to Stephanie** who is leaving our local- she has been a big part of the lunch committee. And thank you to whole lunch committee! If anyone is interested in joining the lunch committee, let Liz ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us)) know.
* **Elections for our local’s Regional Director and Delegate Assembly (8 delegates and 9 alternates), as well as our statewide VP, Secretary, and Organizing and Political Councils (5 seats each) happen this year!** Nominations for candidates opened February 11 and close April 11.
  + Delegate Assembly is the highest body that approves any changes to the bylaws for MAPE. This year Delegate Assembly is happening on September 21.
  + New local election committee: Ashley Warling-Spiegel and Dylan Adams. Submit your nominations for the local offices (Delegate Assembly this year) and they will provide them to MAPE Central.
  + Regional Director and other Statewide nominations go to [swelect@mape.org](mailto:swelect@mape.org).
  + More info available in the Official Announcement of 2019 Elections from MAPE Central ([link](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/February/OFFICIAL%20ANNOUNCEMENT%20OF%202019%20REGIONAL%20AND%20LOCAL%20ELECTIONS.docx) to document), and on the MAPE website. (<https://mape.org/resources/mape-documents/election-information>)
* **Save the Date: MAPE Day on the Hill is March 26!**Join your fellow MAPE members to talk to your representatives about the importance of unions, state employees, and passing a fair contract.
  + **Registration opened February 6**on the MAPE website: <https://mape.org/news/mape-day-hill-2019>
* **Email from HR regarding start date: We don’t know what triggered that email. For people who received incorrect dates, HR seemed to have corrected without issue. But if you’re getting any pushback from HR about your start date, let us know so we can help. Start date determines a lot of things. MSRS has the right dates- they can be helpful in presenting correct information if needed. (MSRS website:**[**https://www.msrs.state.mn.us/**](https://www.msrs.state.mn.us/)**)**

**New DHS Diversity and Inclusion Consultant and ERG Coordinator – Wendy Plager**

* Wendy has been in this position for 3 months
* General overview of ERGs at DHS
  + Currently 7 ERGs: Veterans, Employees with Disabilities, LGBTQ, American Indian/Alaskan Native, Black Women, People of Color, Men of African Heritage ([link to list of current ERGs](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/February/Current%20Employee%20Resource%20Groups%20DHS.docx))
    - ERGs are open to allies, too!
  + Employees get a minimum 2 hours of paid work time/month to participate, more with supervisor approval ([link to ERG guidelines](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/February/ERG%20Guidelines.docx))
    - If getting pushback about this, let Wendy know.
  + Good way to meet other motivated and like-minded people
  + Enhance recruitment, retention and engagement
  + Job fairs, training, promotions, support each other and support DHS
  + Marcia used to be an ERG chair- shout out to her!
  + If you want to start your own ERG- contact Wendy ([wendy.plager@state.mn.us](mailto:wendy.plager@state.mn.us)) and she will tell you more about the process of starting an ERG
  + MMB is starting ERGs enterprise-wide, so there will also be opportunities to get involved with ERGs statewide
  + Time for ERG meetings are usually posted on DHS Today. Or, if there’s a certain one you want to join, let Wendy know and she will connect you with the chairs

**Introduction of New Stewards – Chris Cachuela**

* **We have four new stewards! Which is great. But we can use more!**
* A steward is a MAPE member who learns our contract inside and out in order to help fellow MAPE members with contract-related issues. A steward is someone other members can trust with their questions and can help file grievances. It’s an important and fulfilling role!
* Talk to Chris ([chris.cachuela@state.mn.us](mailto:chris.cachuela@state.mn.us)) if you want more info about stewards or want to be one! Stewards meet monthly.
* Andrea Falk has been leading work on FMLA and parental leave- MAPE is taking on the issue in a longer term project, hopefully in partnership with HR
  + If you have stories or issues related to FMLA, let Andrea ([andrea.falk@state.mn.us](mailto:andrea.falk@state.mn.us)) know- if it’s an immediate concern we’ll try to address it, if it’s a general experience/story we’ll include it in this project

**Financial Review of 2018 – Sylvia Kidder**

* Reviewed our budget for 2018 and what we ended up spending ([link to excel spreadsheet](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/February/MAPE%202101%202018%20Financial%20Review.xlsx))
* Highlights:
  + We earned $1,400 more than we projected in membership dues!
  + Expenses generally less than expected
  + Our actual expenses were $20,000, with a surplus of $13,000 in surplus which will carried to 2019. Most of the surplus is budgeted into miscellaneous for 2019 so that we have flexibility to do cool stuff!
* If you have events/ideas for 2019, please let us know!
* Reminder to submit requests for good and welfare
  + Suggestion to increase amounts for Good and Welfare. Sylvia will look into it
* Increase for lost time in 2019 so more people can go to MAPE Day on the Hill
* Contact Sylvia with other feedback or questions ([sylvia.kidder@state.mn.us](mailto:sylvia.kidder@state.mn.us))
* Audit is still happening, should be done by March 15. Thanks to audit committee!

**Update from our Regional Director – Marcia Bierschenk**([marcia.bierschenk@state.mn.us](mailto:marcia.bierschenk@state.mn.us))

* Regional Director is currently up for election. Marcia extended an invitation to shadow her or have a 1:1 (or both). Local officers are also open to this (even though those positions aren’t open for election until next year).
* Vanessa will be on PPL later this summer and we are looking for someone to be interim secretary for our local. If interested, contact Vanessa ([vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us))
* If you are interested in one of the open statewide positions on the Political or Organizing Councils, you can meet with Marcia to find out more. Good way to get leadership experience.
* We held a local officer retreat on January 29. Purpose was to make our group stronger and be stronger leaders so we can help all of you become stronger leaders!
  + We did an IDI (Intercultural Development Inventory) assessment. Verona Mitchell was our facilitator.
    - IDI provides a spectrum (Denial, Polarization, Minimization, Acceptance, Adaptation) for people with regard to intercultural relationships. Assessment helps to identify where you are on the spectrum as individuals and as a group. As a group the local officers were in Acceptance on the spectrum.
  + Local 2101 finalized Strategic Plan ([link to plan here](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/February/2018%20%E2%80%93%202019%20Local%202101%20Strategic%20Plan%20FINAL.docx)). Take the time to look through it. Highlights:
    - Membership growth- goal to make it to 84% by 2020. Right now we are at 82%
    - Stewards- goals is 16 by 2020, we are at 13 right now. We would like more, especially on a variety of floors
    - State Elections and Contract Actions. We want to build our power!
  + Marcia wants to talk to you about what you do in this building. First three people to email Marcia ([marcia.bierschenk@state.mn.us](mailto:marcia.bierschenk@state.mn.us)) to meet with her to do this will get a MAPE tshirt! Marcia wants to go back to MAPE board of directors to tell them more about what happens at DHS-Andersen!

**Request for donation to Women’s Consortium – Marcia Bierschenk on behalf of Nicole Juan**

* MAPE is a member organization of the Women’s Consortium, and Nicole is on the board of directors as a MAPE representative
* Request is for a $500 donation to fund the Women’s Consortium annual event, Girls Rock the Capitol, happening on President’s Day (<http://www.mnwomen.org/event/minnesota-womens-consortium-15/>)
  + Event brings high school girls from across the state to the Capitol to learn about politics, government, civic engagement, and state work
  + Event is free for girls to attend, so donations go towards logistics, planning, transportation, and meal for the girls on this day
* Motion to increase donation amount to $750, which was approved!

**Negotiations Update – Shawnet Healy**

* On February 28, 9:00-10:00am, the Negotiations Team will be having a listening session on the 2nd floor at Andersen. Please come, especially if you haven’t been to one yet.
* April 4 is the first scheduled face-to-face sit down with the Governor’s team
* Through the listening sessions the Negotiations Team has identified 5 thematic areas:
  + Wages and health care
  + Workforce development
  + Equity and inclusion
  + Work/life balance
  + Healthy workplaces
* Some of the specific considerations so far are: tuition reimbursement, licensure upkeep if required for your position, and help with student loans
* When people start conversations with you around state contract: 1) be kind, and 2) remind them that every day you walk through these doors, you also walk through as a MN taxpayer, just like them. You work here because you care about quality of life in this state. You are the professionals ensuring a good quality of life for our state. Be firm. You are why this state works as well as it does.

**Contract Action Team – Liz**

* If you see a cube with a CAT on it- share your story with them. Stop by and have a conversation. Link to the CAT story sharing form: ([file:///X:\MAPE\Local\_2101\Common\Negotiations\2019CAT\GatheringStories.docx](https://x/MAPE/Local_2101/Common/Negotiations/2019CAT/GatheringStories.docx))
* Parity issue- particularly looking for stories from people who are working 2nd and 3rd jobs- what you are sacrificing by working those extra jobs

**Gift card winners**

* **Wendy Plager, Lisa Knops, Aron Buchanan, Jane King**

Upcoming meetings

* **Next Officer’s meeting: Thursday, February 28, 12-1 pm, ELA 5335**
* **Next General Meeting: Tuesday, March 12, 12-1 pm, ELA 2370-80**