# Local 2101 Meeting Meeting Minutes

August 11, 2020

Via WebEx

**Welcome – Liz Pearson, President**

* 82% membership rate: 723 members, 163 non members
* If this is your first meeting, we especially welcome you!
* We encourage you to attend MAPE 101, which happens on the 4th Tuesday of the month, 12-1pm. We do a deeper dive into questions and issues involving MAPE, DHS, our contract, and any other union-related topics members are interested in. This month, on August 25, David Hearth, our Enforcement Business Agent, is going to talk about annual reviews. Join us! Contact Amelia Fink (amelia.fink@state.mn.us) for the WebEx link.
* Today is Primary Elections Day! GO VOTE. And get ready to vote in November: <https://www.sos.state.mn.us/elections-voting/other-ways-to-vote/vote-early-by-mail/>

**Approval of meeting minutes and agenda – via WebEx poll**

* Last Month’s [Meeting Minutes](file:///X%3A%5CMAPE%5CLocal_2101%5CCommon%5CMonthly%20Business%20Meetings%5C2020%5CJuly%5C20200714MAPEMinutes.docx) – Approved
* Meeting [Agenda](file:///X%3A%5CMAPE%5CLocal_2101%5CCommon%5CMonthly%20Business%20Meetings%5C2020%5CAugust%5CAugust20202101Agenda.docx) – Approved

**Vote on Divestment Petition – via WebEx poll**

* At last month’s meeting, Katherine and Emily presented about divesting our retirement funds from fossil fuels
* There was an ask to vote to sign the petition to divest our funds as a local
* Membership voted in favor of 2101 signing as a group
* You can also sign the petition as an individual: [divestinvestmn.org](https://www.divestinvestmn.org/)

**Statewide Political Council presentation – Nicole Juan**

* Political Council is informing locals about how the Council’s first year has gone and where it’s headed. The PowerPoint for the presentation is available [here](file:///X%3A%5CMAPE%5CLocal_2101%5CCommon%5CMonthly%20Business%20Meetings%5C2020%5CAugust%5CMAPEs%20Political%20Council%20ppt%202020%20locals.pptx).
* Governing Principles were created after holding listening sessions with members. Sessions happened at Andersen and Lafayette
	+ Politics v. Partisan: being clear what we can do as state employees and MAPE members. Helping members find and use their voices
* Focus on the importance of standing up and stepping up this year amidst the pandemic and economic crisis
* Direct Voter Contact: phone calls- done with others via Zoom (no door knocking right now, but maybe lit drops). More info is available on the MAPE website: <https://mape.org/2020-minnesota-elections>
* Action: Get involved! Vote; talk to members, friends, and family about the importance of voting; serve as an election judge; volunteer to help with Direct Voter Contact.
* Contact: Nicole (njuan@mape.org)

**Organizing Council update – Nicole Juan on behalf of Lauren Siegel**

* Nicole is the Political Council liaison to the Organizing Council- the two councils want to be sure to work and strategize together
* Organizing Council Equity sub/workgroup- the Organizing Council had one-on-one meetings with 37 applicants who applied to be a part of this group. All applicants are invited and encouraged to be a part of the workgroup. Kick off meeting is scheduled for August 20- figuring out how to break out into smaller groups to be able to dig in and get started really doing the work
* If you have continued interest please reach out to Lauren even if you didn’t apply- this is going to be more of a movement than a committee!
* Action: Get involved in addressing issues of equity and diversity with MAPE statewide.
* Contact: Lauren Siegel (lsiegel@mape.org)

**Local 2101 Equity workgroup – Liz Pearson on behalf of Dylan Adams**

* We want YOU to join the [Equity Workgroup](file:///X%3A%5CMAPE%5CLocal_2101%5CCommon%5CMonthly%20Business%20Meetings%5C2020%5CAugust%5CEquity%20work%20group%20slide.pptx) for our local at DHS!
* We are hoping the group will identify and analyze disparities both in our local and at DHS, and make recommendations that will increase diversity, inclusion, and equity
* This is completely separate from the HCA equity committee- this is for our MAPE local at Andersen
	+ MAPE member Diego Diaz-Rivero is on the HCA equity committee and you can reach out to him if you’re interested in working on that! (diego.diaz-rivero@state.mn.us)
* This is also separate from the MAPE statewide equity workgroup
* We encourage you to get involved in any or all of these equity and diversity efforts!
* Action: Get involved in addressing issues of equity and diversity within our local and at DHS by joining the 2101 Equity Workgroup
* Contact: Dylan Adams (dylan.adams@state.mn.us) and Alexis Stafford (alexis.stafford@state.mn.us)

**Meet and Confer update – Whitney Terrill**

* Meetings with management
	+ Supposed to meet with management tomorrow (August 12) but meeting was cancelled
	+ Did have a good meeting with management (everyone but Commissioner) in April
	+ Hoping to touch base with Commissioner yesterday afternoon (August 10) but that meeting was cancelled, too
	+ Not a lot of explanation for the cancellations- would at least like transparency
	+ Requested a meeting in September
* Topics Meet and Confer is working on:
	+ DCT budget shortfall
	+ General budget shortfall- potential to cut programs- what will that look like?
	+ Pay equity provision in our contract- a group of lawyers was able to get this addressed for legal positions at DHS. Evaluating how to use this for other pay inequities
	+ Student loan and tuition reimbursement- how do we budget for this program so that it can be implemented?
	+ Requests for vacation credit have been slow to process- looking for members who are currently experiencing this and are willing to share stories about how it’s impacting them. Want HR to consider doing vacation credit as part of the hiring process rather than after people are already working here
	+ Safe return to work
		- What will that look like?
		- Advocating for people who want to continue to telework
	+ Collaborate with DOC around budget cuts- how can we advocate together
	+ Collaborative Safety Model- encouraging using this model to solve problems
	+ What does MAPE’s associate membership look like, especially people who have been laid off- how do we stay in touch with and support people?
* Most of DHS is fine for the next year, but tough times are still ahead, especially for DCT. We should still be active and vocal with our representatives. Cutting state budgets and workers is not a good way to get through an economic crisis
	+ This is where it all counts in terms of electing people who support public employees and what we do!
* Action: Share your stories related to Meet and Confer issues or any new agenda ideas. Also consider applying to be a part of the Meet and Confer Committee!
* Contact: Whitney (whitney.n.terrill@state.mn.us) or anyone on Meet and Confer or local leadership. Applications for Meet and Confer are on the MAPE website: <https://mape.org/committees/meet-and-confer-committees>

**Negotiations update – Christine Retkwa**

* Statewide negotiations team (there are about 26 reps across the state) has met for two half day sessions
* Listening sessions will be happening with members this fall
	+ An upcoming MAPE 101 will be one venue for that- stay tuned for more info
* Negotiations heat up in late winter and early spring and the negotiations team will need the support of members at that point:
	+ Members who are willing to make their stories and voices heard: to management, to legislators
	+ Members who will reach out to others to encourage them to share stories
* Stories: Strength, power, and relatable information – want to know how you as a state employee are contributing to the well-being of people’s lives
* Action: Share your related stories or be a contact for collecting stories from members. Attend the MAPE 101 negotiations listening session.
* Contact: Christine Retkwa (christine.retkwa@state.mn.us)

**Regional Director update – Sarah Sinderbrand**

* Student Loan Reimbursement update- the State is facing a billion dollar deficit and DHS is not going to open wallet for this when people are losing their jobs
* Right now fighting for jobs is most important, but we shouldn’t lose sight of this benefit
* We need to get the money in the budget- to support our work, AND to support student loan reimbursement- it shouldn’t have to be one or the other
* The 2021-2023 budget is crucial- and who we elect in November will determine this budget!
* Revenue for our jobs and for a good contract, including stronger language for student loan reimbursement
* Action: Reach out to Nicole Juan and find out how to elect labor-friendly legislators in the fall. Reach out to Christine and tell her what we want to see in our contract- and support her in her efforts. Reach out to Sarah with any other ideas or questions.
* Contact: Nicole Juan, Statewide Political Council and Political Action Committee member (njuan@mape.org); Christine Retkwa, Negotiations Rep (christine.retkwa@state.mn.us); Sarah Sinderbrand, Regional Director (sarah.sinderbrand@state.mn.us)

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

* Parking: we likely won’t be returning to work before the end of this year. No guarantee that you will keep your spot if you cancel your contract.
* More information is available on the Dept of Admin’s parking and transportation webpage: <https://mn.gov/admin/government/buildings-grounds/parking-transportation/>
* Reach out to Facilities Management (fmd.comments@state.mn.us) if you have questions or comments

**Lunch Donation – Liz Pearson**

* 172 members voted
* Black Lives Matter and the American Indian Family Center were the winners and each organization will receive a portion of the $500
	+ [Black Lives Matter](https://blacklivesmatter.com/) Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. Black Lives Matter was founded in 2013 in response to the acquittal of Trayvon Martin’s murderer.
	+ [The American Indian Family Center](https://www.aifc.net/) is a nonprofit in St. Paul that provides American Indian families with programs and services enriched by traditional American Indian values and culture. It started in 1994 as part of the Ramsey County Children’s Initiative, and has been its own nonprofit since 1997.
* We have a great list of organizations to choose from for donating in the upcoming months, and we welcome other suggestions! We encourage everyone to vote!

**Gift card winners!**

* July’s meeting: Elisabeth Atherly, Amelia Fink, Patty Fowler, Abigail Franklin
* This month’s meeting: Michaelyn Bruer, Cassandra Cole, Elishia Garcia Sathre, Tyshia Riddley

## Upcoming meetings

* Next Officers’ meeting: Thursday, August 27, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, September 8, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!