

# Meeting Minutes

November 9, 2021 WebEx

## Meeting agenda – via WebEx poll

* Approved

## Lunch Donation – Liz Pearson

* [MIGIZI Communications](https://www.migizi.org/about) - MIGIZI provides a strong circle of support that nurtures the educational, social, economic and cultural development of American Indian youth. MIGIZI was founded in 1977 as Migizi Communications, Inc. with a goal of countering the misrepresentations and inaccuracies about Native people in the media. Since then, MIGIZI has expanded theor services and offerings as innovators in emerging industries. By providing skills in these industries to young Native people, they hope to not only provide an engaging endeavor to enjoy, but to foster a professional career, social and emotional well-being, and cultural identity.
* [Animal Humane Society](https://www.animalhumanesociety.org/?gclid=EAIaIQobChMIwNyO9_6d9AIVE3xvBB0zCQs0EAAYASAAEgKiJPD_BwE) – The Animal Humane Society (AHS) provides direct care and services to help nearly 100,000 animals in need across Minnesota. As one of the nation's leading animal welfare organizations, AHS is transforming the way shelters care for animals and engage their communities. From innovative medical and behavior programs to investments in outreach and advocacy, the AHS is advancing animal welfare and creating a more humane world for animals everywhere.

## Welcome New Members – Alexis Stafford, Membership Secretary

* Welcome to our new MAPE members: Nadini Hettigei, Ashley Maine, Zoe Hill, Kristen Godwin, Song Her, Ehren Ehrbright
* Join Alexis at one of our First Friday lunch time meetings. This is an informal meeting to connect with other new DHS employees. First Friday meetings are a relaxed gathering to answer questions about MAPE membership and working at DHS.
* We have MAPE swag for new members! Reach out to Alexis if you are interested in joining MAPE.

## MAPE Stewards – Dylan Adams

* Stewards help enforce our labor contract for members if there is a dispute with HR or management.
* MAPE Steward Achievement: When Governor Walz gave up his COVID emergency powers, statewide Human Resources informed the departmental HR offices that employees could no longer use COVID leave. MAPE successfully negotiated a statewide memorandum of understanding (MOU) for employees to be able to use sick time to take care of their children if they have to quarantine at home due to COVID.

## 2022 Budget for Local 2101 – Matt Berg

* Matt provided a presentation on our local 2101 budget for the next year. Voting on the budget will be held next month in December.

## Contract Planning and Negotiations – Christine Retkwa

* Contract and negotiations planning is currently pending on a meeting with political and organizing councils next month. The plan is to develop a course of action for MAPE members during winter months, when the full legislature will be back in session and can pass our contract.
* The December 17th paycheck is when we get our back pay from the COLA eff July 1st. You will be able to see your pay check on self-service website starting 12/11.
* Connect 700 folks who are new should also see their credits applied on the Dec 17th paycheck.
* We are still looking into the steps for the differential in pay for having a second language. This is something that can only be implemented agency level at the agency’s discretion.
* MMA negotiations still have not reached an agreement, which is unusual as they usually follow the AFSCME and MAPE contracts. MMB has not been agreeable to Juneteenth holiday or wage adjustment. Landscape is not favorable to unions right now.
* We have wanted to implement the student loan reimbursement program for DHS and MN-IT but haven’t made a lot of progress. There is a public service loan forgiveness program at studentaid.org/pslf. MAPE is hoping to reenergize support for this program and is planning an information session to help get people some assistance. There is also a [Yammer - Public Sector Loan Forgiveness Accountability](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fweb.yammer.com%2Fmain%2Fgroups%2FeyJfdHlwZSI6Ikdyb3VwIiwiaWQiOiIxNDEyNTY2NCJ9%2Fall&data=04%7C01%7Cgina.a.smith%40state.mn.us%7C37332f3835f049fddd3708d99a3b89b2%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C637710402769317312%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=DQetZ8WiZMn2k6dy5jsy9XP0XnWL69WZ2PkuYH7NwZ0%3D&reserved=0) for support.

## Political Council and Political Action Committee – Nicole Juan

* Political Council:
  + The political counsil is meeting tomorrow (11/10) in St. Cloud. Political council meetings are being held around the state to help build our political infrastructure.
  + The political council is planning a December virtual retreat to make plans for the next year including legislative session. The focus is on actions we can take on a legislative platform to emphasize our value and get our contract passed.
* Political Action Committee:
  + We will have more updates as we get closer to the 2022 election. All statewide officers and legislative races will be up for election. We have a responsibility for labor to elect labor friendly candidates.
  + We are updating governing documents to clarify processes as they have not been updated in many years. Lines for districts are changing and we could have two candidates in the same district who support MAPE. Do we endorse both candidates? One? None? These are processes we will need to look at.
  + We will also be moving away from an automatic endorsement process of previously endorsed candidates to an expedited endorsement process.
  + There are two openings on the PAC. Email Devon at [dbruce@mape.org](mailto:dbruce@mape.org) if you are interested in the PAC Board seats.

## Update from Meet & Confer – Caitlin Reed

* Caitlin will be leaving as she has taken a position with Education Minnesota. Congratulations Caitlin, you will be missed!

## Update from our Regional Director – Vanessa Vogl

* The strategic planning process has wrapped up the information gathering phase. Thank you to everyone completing the survey or participated in the one on one or small group sessions, we appreciate your input! Consultants are now gathering and synthesizing information and will bring it to the board. The board will have a retreat to review the results together with the consultants. Reach out to Vanessa if you have questions.
* As mentioned by Dylan earlier, MAPE has an MOU for our contract effective July 1st. This is will allow employees to use sick leave to care for children who must quarantine due to COVID exposure. Dues paying members can vote on it. Please watch for it and vote.

## Member Concerns and Other Announcements – Liz Pearson

* **Working from home:** Discuss with your supervisor about [planning for telework before and during service disruptions](https://dhs.intranet.mn.gov/dhs-today-greater-minnesota/index.jsp?id=1127-462043) and our [telework policy](https://mn.gov/mmb-stat/policies/1422-telework-effective-7-21-21.pdf).
* It's that time of the year to get your flu shot! A flu shot clinic has not been scheduled for central office staff. Please use the resources on [DHS Today](https://dhs.intranet.mn.gov/dhs-today-central-office/index.jsp?fbclid=IwAR3qwIFHEnjt3ZpLau3X6Cj8d6HR-6bmP6vheVwaZwU8nePxfrcitKM6tdw#/detail/appId/1/id/499869) or contact your primary care physician to get you and your family vaccinated.
* Open enrollment for health care benefits starts October 28 and runs to November 17th. More information can be found on the Segip website. <https://mn.gov/mmb/segip/>
* At our monthly meetings we draw four member’s names for $20 gift cards. This month’s meeting: Song Her, Ilya Garelik, Lorrie Herling, and Terry Gromala.

## Upcoming meetings

* Next Officers’ meeting: Thursday, December 2, 2021, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, December 14, 2021, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite.