Local 2101 Meeting   Meeting Minutes

November 12, 2019

Anderson Bldg. Rooms 2370 & 2380
Lunch: Boxed lunches (turkey, roast beef, Italian sub, vegetarian)

**Welcome and Announcements – Liz Pearson**

* Thank you lunch committee
* Thank you veterans for keeping us safe and free
* Safety reminders:
	+ Winter is here. Be mindful of slippery conditions. Let building security (number on back of badge) know if you find a treacherous spot.
	+ Safety and security are a priority at DHS. Info for requesting an escort and reporting security incidents [is in this document](https://mape.org/news/Safety%20and%20Security%20at%20DHS.docx).
	+ If you need it, you can apply for a temporary handicapped accessible pass to park in the Andersen ramp through the Dept of Public Safety: <https://dps.mn.gov/divisions/dvs/forms-documents/documents/mv_disabilityparkingcertificate.pdf>. Once your application is approved, you will provide a copy to the Dept of Administration. More info is available on the [DHS Parking and Transportation Resources SharePoint site](https://workplace/functions/MSD/Parking%20and%20Transportation/Lists/Parking%20and%20Transportation%20Resources/Disability%20Parking.aspx).
	+ If your mobility is limited by pregnancy, you can apply for a temporary parking pass for the Interstate lot, which is one of the ELA-LAF shuttle stops. Contact Jennifer Smith (jennifer.a.smith1@state.mn.us)
	+ Pass this info along to others!
* Thank you to people who came to tables at HCA/CSA and Slice of Autumn
	+ Congrats to the people who won drawings! The gift card winners were Bridget Fuscso and Christina Schlauch (Slice of Autumn), and Ashley Warling-Spiegel (HCA/CSA Open House).
	+ We recruited one new member!

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

* **Last Month’s**[**Meeting Minutes**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/October/20191008MAPEMinutes.docx)**– Approved**
* **Meeting**[**Agenda**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/November/November20192101Agenda.docx)**– Approved**

**Local 2101 Stewards – Liz Pearson, on behalf of Chris Cachuela, Chief Steward**

* **Get to know your stewards! Stewards are our MAPE coworkers, who serve as our partners when we have issues with management or are being treated unfairly. They go to bat for us and help us out!**
* **Stewards at the meeting introduced themselves and stated what floor they are on: Alyssa Miller (7), Shawnet Healy (6), Amanda Darwin (3), Marcia Bierschenk (telecommutes so email her), Yvonne Cain (4), Nicole Juan (8), Dylan Adams (3)**
* **Other stewards not at the meeting: Chris Cachuela (6), Andrea Falk (2), Whitney Terrill (3), Nancy Schultz (4), Teresa Barnes (5)**
* **Thank you, Stewards!**
* **We have at least one steward on every floor, but we can always use more. Stewards help anyone (not just the people on their floor).**
* **Action: Consider signing up to be a steward.**
* **Contact: Chris Cachuela (****chris.cachuela@state.mn.us****)**

**Local 2101 Budget – Sylvia Kidder, Treasurer**

* Proposing budget today, vote will be next month
* Budget document includes the 2019 budget, 2019 expenses through October 30th, and proposed budget for 2020.
* Budget consists of:
	+ Reserve/left over from previous year
	+ Income- $1.25/member/pay period in dues
	+ Rewards from Costco card (card is basically self-sustaining)
* Member Q & A
	+ Q: What is Good & Welfare? A: Acknowledging major life events of members such as births, deaths, retirements, and layoffs. Some get a card, some get money. Our local’s Good & Welfare policy is available [here](https://x/MAPE/Local_2101/Common/Member%20Resources/Good%20and%20Welfare/Good%20and%20Welfare%20policy%20-%20approved%202019.docx).
	+ Q: What is Lost Time for Training and Special Events? A: The local pays members for time they spend engaging in union activities, like Day on the Hill, so they don’t have to lose pay.
* Proposed Budget for 2020
	+ Income based on dues as of Oct 22
	+ Meals: $13,000 last year to 11,000 this year. In recent years members have expressed that they felt we were spending too much money on food, so proposing a decrease in the amount budgeted for food in 2020. We should still be able to provide lunch with this amount.
	+ No amount budgeted for Executive Committee because officers have declined stipends again for this year.
	+ Charitable Contributions used to be included with Good & Welfare. Updating our Good & Welfare policy earlier this year and increasing the amount of gifts has resulted in more requests and more money being spent. So we are proposing making these two separate line items.
	+ Increase for Lost Time for Training and Special Events- we want to encourage people to get involved and increase participation!
	+ Decreases on certain line items (Membership Committee, Social Events, Training/Job Actions, Supplies, Recognition) because we haven’t been spending much in these categories and we don’t really need to- we can prioritize spending on other things.
* **Action:** We will vote on the budget next month. The budget document can be viewed [here](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/November/MAPE%202101%20Proposed%202020%20Budget.xlsx).
	+ A portion of dues fund our local. This is an opportunity to submit ideas and thoughts and input. This is your local. We are MAPE together!
* **Contact:** If you have questions, email Sylvia (sylvia.kidder@state.mn.us), or the state treasurer Todd Maki (tmaki@mape.org).

**Statewide Political and Organizing Councils update – Nicole Juan and Lauren Siegel**

* Political Council- Nicole:
	+ Hosting listening sessions across the state. Two were held at DHS (on at Andersen and one at Lafayette). Over 35 came to the one here at Andersen, which was great and more than we anticipated- we ran out of food (so sorry)!
	+ Meeting in December to get bylaws and charter in place.
	+ Conducting in-district meetings.
	+ Looking for more informal spaces to talk about politics:
	+ **Action:** Come to a happy hour on Thursday, December 12 at Lake Monster for an informal dialogue about public service and politics! Stay tuned for more info.
	+ **Contact:** Nicole Juan (njuan@mape.org)
* Organizing Council- Lauren:
	+ Focusing on the Leadership 2020 Plan
	+ Employees are going to be affected by health care increases on Jan 1, 2020. DHS’s budget needs to absorb the cost of health care and COLAs. This creates tension for contract negotiations.
	+ The Organizing Council is building power for next April to send a message that employees should be considered when determining agency budgets, and not be used as a bargaining tool during contract negotiations. DHS’s budget is about more than funding our programs. We need a Peoples’ Budget! Employees should not be left with the ceiling of the crumbs- a better budget means a better bump for us. This is also about recruitment and retention of smart, dedicated, high performing state workers.
	+ **Action:**We want 2800 MAPE employees to talk to Governor Walz. There will be trainings for participating in this campaign and you will be able to get lost time to attend. This campaign will likely start in early February.
	+ **Contact:** Lauren Siegel (lsiegel@mape.org)

**Regional Director Update – Sarah Sinderbrand**

* What is the Board of Directors? MAPE is organized into geographic regions across the state. Each region has one rep. Our local is its own region, and Sarah represents our region. The Board of Directors is charged with reviewing statewide budgets and bylaws, and trying to figure out ways to organize power.
* Back pay for COLA will be included in our next pay check (November 22)!
* In 2017 the Legislature’s SER (Subcommittee on Employee Relations) voted our contract down, twice. We had to wait for the Legislature to go into full session to vote on our contract, and we did a lot to get the Legislature to do that in April.
* SER looked different this year, and that’s why our contract went into interim effect now, ahead of the legislative session. Elections make a difference. This is where politics directly touches our lives. As Gov. Walz said- “You may not be into politics, but politics is into you.”
* We need to keep showing up! We want legislators not like scared, but like scared. In other words, we elected them and we want to hold them accountable.
* MAPE hired a new Director of Communications and Legislative Affairs - Leah Solo. Leah worked on Gov. Walz’s campaign and for SEIU. We will invite her to come say hi at one of our meetings next year!

**Update from our Business Agent – Debbie Prokopf**

* **Meet and Confer is scheduled for early December. No new substantive updates at this time.**
* **Please continue sending your student loan stories to Sarah Sinderbrand. In particular, it’s useful to have stories about how your student debt affects your career choices.**
* **Important note: Any DHS employee who separated from state service after July 1 will need to contact Kristen Hiner (****kristen.hiner@state.mn.us****) in HR to receive the back pay they earned from July 1 through their separation date. If you are in touch with colleagues who have left in that time, please reach out to them to let them know this.**

**Other Announcements – Liz Pearson**

* Representative from MSRS (Minnesota State Retirement System) will come to one of our monthly meetings in the new year.
	+ People work here for a long time- get vested after 5 years and have access to retirement funds. It’s important to know our options and benefits for retirement
	+ Sarah is “vested” (wearing safety vest) today- yay Sarah!
* At our December meeting we will reflect on what we’ve done this year and talk about what we look forward to in the next year.
* Question from member: Will Leah Solo be working to push back on the negative publicity around state agencies- especially DHS? Answer: Yes. In fact, Leah already has a meeting scheduled with MAPE Executive Director Lina Jamoul to specifically talk about how to address this issue.
* Open enrollment is happening now through November 20! If you have questions about enrollment or costs, we recommend you reach out to a SEGIP representative: <https://mn.gov/mmb/segip/insurance-contacts/segip.jsp>
* Open enrollment health assessment through Virgin Pulse
	+ There were website glitches, but they appear to now be fixed. Might be a good idea to redo the assessment or contact Virgin Pulse member services to confirm completion.
	+ Health assessment asks for a person’s gender but only provides male or female as answer options. Liz has emailed member services about this and you can too:
	+ Action: Contact Virgin Pulse about limited options for gender designation on health assessment.
	+ Contact: Virgin Pulse member services: 833-862-9188, support@virginpulse.com

**Gift card winners**

* **Wendy Plager, Darrin Helf, Marcia Bierschenk, Jeff Goodmanson**

## Upcoming meetings

* **Next Officers’ meeting: Thursday, November 21, 12-1 pm, ELA 5335**
* **Next General Meeting: Tuesday, December 10, 12-1 pm, ELA 2370-80**