# Local 2101 Meeting Meeting Minutes

December 8, 2020

Via WebEx

**Welcome – Liz Pearson, President**

* + Congratulations to our Treasurer, Sylvia Kidder, on the birth of her baby!
    - Baby girl was a little early so she’s in the NICU, but everyone is doing well!
  + Welcome new Local 2101 members from Brown & Bigelow and Golden Rule!
    - DHS is ending leases at these spaces and 409 people will now be relocating to Andersen over the next six months. A lot of the workforce at Andersen will probably continue to work remotely, even when we are out of the pandemic.
    - These folks will now be part of Local 2101. We are going to do our best to make sure they know about our meetings and how they can participate so they have a smooth transition!
* Happy Birthday to Whitney Terrill, one of our Meet and Confer chairs!

**Lunch Donation – Liz Pearson**

* We don’t know the winner(s) yet! We’ll let you know once we get that info.

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

* Last Month’s [Meeting Minutes](file:///\\mn-dhs1.co.dhs\FileShares\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\November\20201110MAPEMinutes.docx) – Approved
* Meeting [Agenda](file:///\\mn-dhs1.co.dhs\FileShares\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\December\December20202101Agenda.docx) – Approved

**MAPE Stewards – Liz Pearson and Chris Cachuela**

* A very big THANK YOU and CONGRATULATIONS to our Chief Steward, Chris Cachuela!!
* This is Chris’s last meeting at Chief Steward! Chris will be around for a couple more months but is not doing any more steward work.
* We have a strong steward crew: Dylan Adams will be the new Chief Steward. Yvonne Cain is currently on WOC assignment but will be coming back as a steward, and three stewards will be joining from Brown & Bigelow.
* David Hearth is still our BA and he knows DHS and has a strong relationship with our HR.
* We wish we could celebrate in person to give you a proper send off. Enjoy your puppy, your grandchildren, and your children in your retirement, Chris!
* Chris says: It’s been a pleasure to serve as Chief Steward and work with all of you. Be the change you wish to see!

**Budget vote for calendar year 2021 – Liz Pearson on behalf of Sylvia Kidder**

* Voting on [budget for calendar year 2021](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\November\MAPE%202101%20Proposed%202021%20Budget.xlsx).
* See budget for more dollar details and notes. Income-green, expenses-orange.
* Any changes from last year are explained in the notes-
  + Decreased lunch funds because of continued working from home through at least June.
  + Increased funds for Good & Welfare in anticipation of potential layoffs (though things are looking a bit better with current state budget forecast of a surplus!).
* NOTE: We had a MAPE 101 about what the layoff process looks like and we will have more info sessions about it as needed. If you have any questions, reach out to Liz or any steward. The process is covered in [Article 17 of our contract](https://mape.org/mapes-contract-working/article-17-layoff-and-recall) and in a [flowchart in the appendix](https://mape.org/sites/default/files/files/appendix_n_flow_chart_for_layoffs.pdf).
* Budget was approved by majority of dues paying members via WebEx poll: 51- yes, 1- no, 5- abstain, 14- didn’t answer.
* Matt Berg ([matthew.berg@state.mn.us](mailto:matthew.berg@state.mn.us)) is covering for Sylvia while she is out on parental leave.

**Redeployment – Liz Pearson**

* Redeployment is not an option- it has nothing to do with seniority or your job. It has to do with your skillset and whether the job you do at the state/DHS can be temporarily suspended.
* If you’re chosen to be redeployed you have to do it unless there are special circumstances. If you need help navigating that, please reach out to a steward.

**Update from our Statewide Organizing Council – Liz Pearson on behalf of Lauren Siegel**

* New Employee Orientation (NEO) have been going on during the pandemic, but hasn’t included MAPE info until now. NEO staff had to figure out break out rooms on WebEx for MAPE and AFSCME. Lauren will be testing it out on December 17.
* MAPE-specific NEO will be happening in January as well.
* If you’re interested in presenting about MAPE at NEO, talk to Lauren!
* Organizing Council has open seat and will be conducting a special election- nominations close tomorrow, December 9. Consider nominating yourself or someone else! If you want to know more about the Organizing Council, contact Lauren.
* Action: Get involved with MAPE by helping out with NEO!
* Contact: Lauren Siegel ([lsiegel@mape.org](mailto:lsiegel@mape.org))

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

* The Political Council is meeting this Friday to do planning for 2021 and figure out strategy for the next legislative session, so there will be a more robust update next month.
* The legislature has announced new committees.

**Update from our Negotiations Representative – Liz Pearson on behalf of Christine Retkwa**

* Thanks to all members of our local who have stepped up to express themselves about priorities for our upcoming contract in a listening session or by email. Your stories have been noted and are good description of reality for MAPE members. Reach out to Christine if you have any other ideas to share.
* There is a session scheduled for those interested in Student Loan Reimbursement on December 15, 12:00 – 1:00 p.m. Please reach out to Christine if you want to attend that meeting.
* Other contract-related issues that are high on many people’s minds: having telework and equitable practices better built into the contract.
* We do note the favorable change in the budget forecast, which may change the color of our approach and goals when negotiating.
* Watch for an email from MAPE with a survey the week of December 14! This will help us capture your contract priorities in detail. Please complete it as it will be a main input to the priorities set.
* In January the Negotiations committee will begin boiling down input from the survey and listening sessions to get to our list of proposals for April.
* Action: Complete the survey from MAPE Central about priorities for our next contract that will be emailed to you during the week of December 14. Attend the Student Loan Reimbursement listening session on December 15. Reach out to Christine if you have ideas related to negotiations and our contract.
* Contact: Negotiations Rep Christine Retkwa ([christine.retkwa@state.mn.us](mailto:christine.retkwa@state.mn.us))

**Update from our Regional Director – Sarah Sinderbrand**

* Early retirement incentive: Board of Directors approved a Memorandum of Understanding (MOU) with Minnesota Management and Budget (MMB).
  + $1,000 for every compete year of service, not to exceed $30,000 to put in Health Savings Account (HAS), must retire on or before March 31.
  + Hopefully effective in early January- has to be approved by the legislature.
  + The MOU can be accessed [here](file:///X:\MAPE\Local_2101\Common\Monthly%20Business%20Meetings\2020\December\MAPE%20MMA%20MNA%20SRSEA%2012.3.20%20MOU%20to%20SER.pdf), and FAQs regarding the MOU are available on the [MAPE website](https://mape.org/early-retirement-incentivefaq).
  + MAPE is [hosting a seminar](https://mape.org/events/early-retirement-mou-webinar) about the early retirement MOU on December 15, 12:00 – 1:00 p.m. The Zoom webinar is full, but MAPE is planning to post link for livestream on YouTube which will be sent out to all MAPE members.
  + Voluntary for agencies to participate in this incentive, so priority now is getting agency management on board.
  + Not sure where DHS management is on this issue- Meet and Confer is leading on this issue and is meeting with Commissioner tomorrow.
  + MNIT at DHS is governed by a different HR- we don’t know how their HR is landing on this- no agencies have made firm commitments.
  + Early retirement isn’t defined in any particular way- this benefit is based on years of service and provides an incentive to retire within a particular window of time.
* The Legislature’s Subcommittee on Employee Relations (SER) gets 30 days to meet and take action on the MOU. If the SER meets and votes yes, the MOU will go into effect. If the SER meets and votes no, then we’d probably have to renegotiate, and MMB might not be interested in that, so we might lose it. If the SER doesn’t take action, the MOU will go into interim effect. In that case, the full legislature could still vote it down, but anyone taking advantage while in interim effect would get the benefit.
* Thank you to all who completed the COVID telework survey in October!
  + Survey was created and prompted by our Meet and Confer chairs.
  + Over 9,000 people responded- this was the highest response MAPE has ever had to a survey in its history.
  + Majority of people who took the survey are teleworking, over half want to keep doing it. Support to continue teleworking increased by age, but did not relate to years of state service, nor whether the respondent had children at home.
  + MMB currently has no return-to-worksite plans (before June 30, 2021) for state workers who are currently teleworking.
* Redeployment
  + To MDH for contact tracing- most will be from MAPE. Currently DHS has 100 people set for redeployment.
  + Governor’s Office is also seeking volunteers to work in long-term care. Please let a steward or Business Agent (BA) know if you volunteer to do the long-term care work.
* Statewide special election happening for one Trustee and one Organizing Councilmember- nominations close tomorrow!
  + The Board of Trustees- remainder of four year term ending May 2023. The duties of Trustees shall be limited to (1) financial matters and (2) serving on the Credentials Committee. The Trustees verify income and expenses of MAPE.
  + Organizing Council- remainder of two year term ending May 2022. The Organizing Council aims to build power through membership recruitment, relationship building and conducting actions led by local leaders who are accountable to members. Also responsible for leading MAPE’s membership recruitment and retention efforts.
* If anyone is using EFMLA and is worried about running out, let a BA know, as this issue is one we may need to work on as a union.
  + EFMLA is [Expanded FMLA](https://mn.gov/mmb-stat/policies/1441-efmla-policy.pdf) and is applicable to caregivers if school or child care is closed or unavailable due to COVID.
  + Our local’s BAs are Debbie Prokopf ([dprokopf@mape.org](mailto:dprokopf@mape.org)) and David Hearth ([dhearth@mape.org](mailto:dhearth@mape.org)).
* Next scheduled Board of Directors meeting is January 15.
* Action: If you have any issues that the Board should know about, please reach out to Sarah.
* Contact: Sarah Sinderbrand, Regional Director ([sarah.sinderbrand@state.mn.us](mailto:sarah.sinderbrand@state.mn.us)).

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

* Quarterly Meet and Confer meeting is tomorrow. Items on the agenda:
  + Budget forecast and financial sustainability:
    - Savings in Central Office- so far management is doing this through attrition and not filling vacancies.
    - Early retirement incentives- each agency gets to decide whether to offer it and the jobs and classifications it will apply to. MMB has committed to giving us regular and frequent updates as to which agencies are participating- intended to be a cost saving measure as an alternative to laying people off. Meet and Confer will ask for leadership’s thoughts on DHS’s plans for early retirement.
  + Newly-announced Equity in Hiring and Retention Plan.
  + Future of telework- what what will the post June 30 working world look like at DHS?
  + Implementation of the collaborative safety model.
  + Vacation accruals- some people are having issues getting these approved.
* Sue Hall and Whitney Terrill, and others from Lafayette and DCT who are on Meet & Confer, work very hard to represent us and our needs to the Commissioner!
* Action: Reach out directly to Sue or Whitney if you have things you want to bring to the attention of Meet and Confer.
* Contact: Sue ([susan.hall@state.mn.us](mailto:susan.hall@state.mn.us)) or Whitney ([wterrill@mape.org](mailto:wterrill@mape.org))

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

* First Fridays- geared toward new people but anyone who wants to join, reach out to our Membership Secretary Alexis Stafford ([alexis.stafford@state.mn.us](mailto:alexis.stafford@state.mn.us)) or Liz ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us)) to be added to invite. (First Friday in January is the 1st so it will be moved or skipped- stay tuned.)
* Happy Hmong New Year! Happy Thanksgiving! Hope you have a wonderful December and days off and celebrating the December holidays!
* May 2021 be a better year. We will still be in a state of flux, welcoming a little over 400 people into this local, which is exciting and challenging!
* Looking forward to all the work we will do in the upcoming year. We should be incredibly proud of how we were able to transition to working remotely so quickly and effectively.
* Missing out on connecting with each other in person and celebrating retirements and other life events together.
* If anyone has ideas on how to be together better remotely, please let Liz know. We’ve set up our meetings this way to be more accessible, but we can continue to be creative and more accessible.
* Thank you to our officers, our members who attend these meetings, our stewards, our members who have stepped up and taken on other leadership roles, and our BAs!

**Gift card winners!**

* November’s meeting: Mark Skrivanek, Kim Johnson, Siham Hussein, Julie Angert
* This month’s meeting: Dawn Holmen, Cheryl Newgren, Melissa Rakow-Pare, Gloria Smith

## Upcoming meetings

* Next Officers’ meeting: Thursday, December 17, 12:00 – 1:00 p.m., via WebEx. Let Liz Pearson know if you would like the invite.
* Next General Meeting: Tuesday, January 12, 2021!, 12:00 – 1:00 p.m., via WebEx. Stay tuned for the invite!