Local 2101 Meeting   Meeting Minutes

December 10, 2019

Anderson Bldg. Rooms 2370 & 2380  
Lunch: [Afro Deli](http://www.afrodeli.com/)

**Welcome and Announcements – Liz Pearson**

* Thank you Lunch Committee!
  + Lunch today is not our usual holiday meal of turkey- we thought we’d try something different
  + If you didn’t like it, join the Lunch Committee. Or if you did like it, and you want more of it, join the Lunch Committee J
* Our new neighbor, [Hotel Celeste](https://www.celestestpaul.com/), wants us to know that it has a special government rate!
* If you want to be a member, let any of us know, and we will help you. You can sign up here: <https://mape.org/join-mape>.

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

* **Last Month’s**[**Meeting Minutes**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/November/20191112MAPEMinutes.docx)**– Approved**
* **Meeting**[**Agenda**](https://x/MAPE/Local_2101/Common/Monthly%20Business%20Meetings/2019/December/December20192101Agenda.docx)**– Approved**

**Local 2101 Stewards – Chris Cachuela, Chief Steward**

* **Get to know your stewards!**
* **Stewards are our MAPE coworkers who answer questions about the contract, represent rights of members for various issues like contract violations and misrepresentations, help with other issues like FMLA, and make sure our contract is being followed!**
* **Stewards at the meeting introduced themselves and stated what floor they are on: Alissa Miller (7), Amanda Darwin (3), Dylan Adams (3), Nancy S (4), Andrea F (2), Yvonne Cain (4)**
* **Other stewards not at the meeting: Shawnet Healy (6), Whitney Terrill (3), Teresa Barnes (5), Nicole Juan (8), Marcia Bierschenk (telecommutes so email her)**
* **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. The next new steward class is January 10. Local 2101 stewards meet every third Wednesday of month- you are welcome to attend a meeting to see what it’s like.**
* **Contact: Chris Cachuela (**[**chris.cachuela@state.mn.us**](mailto:chris.cachuela@state.mn.us)**).**

**Reminders – Liz Pearson**

* **We have two MAPE Business Agents (BAs) that serve our local:**
  + David Hearth is our contract enforcement agent. He does not attend our monthly meetings but he has been coming to our MAPE 101 sessions and taking a deep dive into our contract. David is involved with our stewards.
  + Debbie Prokopf is our organizing agent. She does attend our monthly meetings and works regularly with our Meet and Confer team.
* **MAPE 101 sessions happen every fourth Tuesday of the month.**
  + **MAPE 101 is an opportunity to learn more about MAPE and to take a deeper dive into our contract and other union and MAPE related issues.**
  + **Action: Join us at the next MAPE 101, which is January 28, 12-1pm in Room 2360. Contact Amelia if you want the MAPE 101 Outlook invite or have ideas for future topics.**
  + **Contact: Amelia Fink (**[**amelia.fink@state.mn.us**](mailto:amelia.fink@state.mn.us)**).**

**Overtime Issues – Chris Cachuela and Liz Pearson**

* Shawnet Healy has been working with people who have been working more than 40 hours a week without getting paid or compensated for it.
* 40 hours is calculated starting Wednesday through the following Tuesday. Pay period is Wednesday through the second following Tuesday.
* If you are nonexempt, and you’ve worked over 40 hours, you should be getting overtime or comped, or balancing your hours. If your supervisor/manager is not allowing this, please reach out to Shawnet.
* **Action:** Contact Shawnet if you have been working more than 40 hours a week without getting paid or compensated for it, or if you know someone at another state agency that is experiencing this.
* **Contact:** Shawnet Healy ([shawnet.healy@state.mn.us](mailto:shawnet.healy@state.mn.us)).

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

* Proposed 2020 budget for our local at last month’s meeting, voting on it today.
* Budget document includes the 2019 budget, 2019 expenses through October 30th, and proposed budget for 2020.
* Projected income from dues for 2020 is $24,667.50, and $200 in Costco rewards. Carryover from 2019 is expected to be $16,734.66. Our proposed budget for 2020 is $41,602.16.
* 2020 budget expenses:
  + $11,000 for local meetings
  + $1,500 for membership committee
  + $1,000 for membership awards/prizes
  + $2,500 for Good and Welfare
  + $1,000 for charitable donations
  + $2,000 for lost time for training and special events
  + $1,300 for steward meetings
  + $1,300 for social events
  + $1,800 for training/job actions
  + $400 for supplies
  + $400 for member recognition
  + $17,402.16 for miscellaneous/reserves
* Budget document includes notes about 2019 and 2020 to explain differences (Costco membership was $180 in 2019, it is not projected to be $17,402.16 in 2020!)
* Our membership dues are not increasing. And, if they were, that would be coming out of MAPE Central.
* Membership unanimously approved the budget.
* **Action:** Now that our budget is set for 2020, please reach out to any of the officers if you have ideas for spending our money to build power! This is your local, your money. We are MAPE together!
* **Contact:** Sylvia Kidder ([sylvia.kidder@state.mn.us](mailto:sylvia.kidder@state.mn.us)).

**Meet and Confer Update – Sue Hall**

* Meet and Confer meets periodically with the Commissioner and HR to discuss general issues coming from membership (different from specific grievances that stewards address).
* ELA has its own Meet and Confer team; there are also teams at DCT and Lafayette, and there is a team at Brainerd but they mostly work with the Andersen team. Together, all areas make up the State-wide Meet and Confer Team.
* We were disappointed that the Commissioner had committed to attending but backed out at the last minute. Nevertheless, several Assistant Commissioners attended, along with other senior leadership and three HR reps.
* Minutes from the 12/12/19 meeting will be posted on MAPE website sometime next week, but here are a few issues that were discussed:
  + Dashboard preview was presented by HR. It contains data on items like diversity and turnover. This tool will be available internally in early 2020.
  + FMLA- this discussion was tabled to start with HR first (before involving Commissioner and ACs).
    - Andrea is still collecting information so reach out if you have further thoughts or stories about FMLA
  + Safe environments for disclosure and discussion for employees that want to bring up DHS activity that does not follow the law
    - Collaborative safety model- looking at systems rather than individual culpability
  + Labor representation on Commissioner’s advisory panel (ACs and HR were unsure about this happening).
  + **Student loan reimbursement**
    - HR asked the union to come up with eligibility criteria for this
    - **Watch for listening sessions on this**
  + Tuition reimbursement is for degree-seeking coursework, not professional development.
  + **Salary pay equity issues- HR is ready to move forward with requests from employees** and now has a process in place with the new contract provision that allows MMB to move up employees within their range in order to maintain salary equity.
  + Employee recruitment and retention
  + Outcomes of last employee satisfaction survey and exit issues
    - This info is available on SharePoint
    - HR is looking for help from MAPE about how to utilize this information as well as to work with equity coordinators and ERGs.
* We will have to do more work to get an audience with the Commissioner!
* Next Meet and Confer is scheduled for April.
* **Action:** Reach out to Andrea Falk if you have stories or info related to FMLA. Reach out to Meet and Confer if you have stories related to any of the other issues they are currently working on. All stories help! They make the issues personal and real.
* **Contact:** Sue Hall (Meet and Confer) ([susan.hall@state.mn.us](mailto:susan.hall@state.mn.us)); Andrea Falk (FMLA) ([andrea.falk@state.mn.us](mailto:andrea.falk@state.mn.us)).

**Regional Director Update – Sarah Sinderbrand**

* Next Board meeting is this Friday. There are no updates from the Board that are time sensitive or specific to this local right now.
* Talked about student loan debt at the Meet and Confer; read little bits of lots of stories that were compelling. Still collecting stories to use for mayhem!
* Action: If you have stories related to student loan debt, please contact Sarah.
* Contact: Sarah Sinderbrand ([sarah.sinderbrand@state.mn.us](mailto:sarah.sinderbrand@state.mn.us)), or talk to her in person!

**HCA Equity Survey – Liz Pearson**

* HCA conducted an equity survey, and the results are in.
* Some of the comments are particularly concerning- hoping that the words from people sharing personal struggles will reach the Commissioner.
* We need to stand up for justice, for people who are marginalized, for our colleagues. We are a group, we are a union, we need to stand up for each other!
* Action: Please take the time to look at the [results from the survey](https://workplace/hc/equity/HC%20Equity%20Committee%20Documents/Equity%20and%20Inclusion%20Survey%20Report%202019.pdf).
* Contact: If you have thoughts or questions about the survey or results, contact HCA Equity Coordinator Crystal Fairchild ([crystal.fairchild@state.mn.us](mailto:crystal.fairchild@state.mn.us)).

**Other Announcements – Liz Pearson**

* **Did anyone go to the Commissioner’s forum? The question and answer portion did not make it into the video. Liz informed the Commissioner that managers don’t get the support they need, and if we complain about managers who aren’t doing their jobs often there are no repercussions and we risk retaliation. Liz asked the Commissioner to support 360 reviews. The Commissioner responded that this is a good idea but she’s not sure how to implement it.**
* Current membership rate is 82% which is great but it could be better!
* Our local is in the process of starting a Floor Buddies program! Floor Buddies are people who will commit to talking to new people on the floor. Floor Buddies are people that new people can reach out to, to talk about MAPE and any other work-related issues.
  + There are over 900 people in this building who are under the MAPE contract, and Katie Bauer, our membership secretary, only one person.
  + Stay tuned for more information about how to get involved.
* ERGs are having an End of Year open house/meet and greet, awards ceremony, and celebration 2:30-4:00pm today in rooms 2370-80. All are welcome and there will be cake!
* Reminder: 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 Liz ([elizabeth.pearson@state.mn.us](mailto:elizabeth.pearson@state.mn.us)) and she can help you get that set up.

**Drawing winners**

* **Gift cards: Laurie Henschell, Elishia Sathre, Aric Gregg (Skype), Nelly Toroni**
* **Bonus! Cleats for the ice and snow: Tyshia Riddley, Maychee Mua (Skype)**

## Upcoming meetings

* **Next Officers’ meeting: Thursday, December 26, 12-1 pm, ELA 5335**
* **Next General Meeting: Tuesday, January 14, 2020 (Happy New Year!), 12-1 pm, ELA 2370-80**