**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*April 19, 2022*

*Zoom*

**Roll call of officers:**

Maurice Wilson, president – present

Rhianon Sargent, vice president – not present

Kristine Anderson, treasurer – present

Jon VanOeveren, membership secretary – present

Mike Schultz, secretary – not present

Michael Diedrich, MDE meet and confer chair – present

Jackie Blagsvedt, region 10 director, region 10 chief steward – present

Dan Engelhart, MAPE business agent for Local 1002, was also present.

**President Welcome**

Maurice is back from parental leave and announced a reminder and encouragement to all members to use this benefit and the other leave benefits for which we fight!

**Board of Directors Update**

Region 10 has a new negotiations representation – Axelina Swenson! The MAPE contract passed in the House but has not yet passed in the Senate. Jackie read a MAPE statement regarding the need to support LGBTQI Minnesota workers and show solidarity with workers in states that are attempting to or have successfully limited rights of these individuals. The strategic plan is being finalized for accessibility and Jackie will present at a future meeting. Jackie shared a reminder to members about the [2022 MAPE Leadership Training Series, available online](https://mape.org/trainings).

**Steward Update**

Jackie highlighted common issues happening at the agency, which have been primarily focused on the challenging experiences of many new employees. Common issues include poor onboarding practices, unclear roles and responsibilities, and problems with vacation accruals or proper pay. Jackie stated the need for more union stewards and encouraged members to attend the upcoming steward training on June 10.

**Meet and Confer Update**

Michael announced the meet and confer team is focusing on ensuring fair compensation for individuals who are providing translation services in their roles.

After observing more employees coming in at lower classification levels, meet and confer is asking for documentation and clarity regarding how HR works with hiring managers to determine the classification for new roles. The meet and confer team will be by examining specific position bands including grant specialists, management analysts, state program admin, and education specialists. Ultimately we are looking to expand these series to ensure opportunity for upward mobility.

The team is also focused on improving the hiring process more broadly by asking HR to explain how they are removing unnecessary barriers and mitigating existing challenges with the hiring process.

Finally, the team is also focused on continually pushing for worker rights and communicating needs for moving/returning to the office. This includes setting clear parameters and expectations for in-person work and COVID-19 protocols with attention to protecting those who are most vulnerable.

**MDE Alignment Update**

Michael provided a reminder of what the alignment team does, which is that it brings together all three unions on a monthly basis to address shared issues with agency leadership. Michael shared that many of the meet and confer issues are being elevated to the MDE alignment meetings.

**Treasurer Update**

Local 1002 successfully completed the local audit process. Kristine shared gratitude to the local audit team who supported this process.

**Membership Update**

Jon presented two reflections on HR practices that impact membership: 1) Positive improvement from HR starting to proactively communicate about new hires, and 2) MDE issued offer letters that had incorrect information about union representation and membership on hire/offer letters! Jon also presented updates on national union news highlighting Amazon and Starbucks, as well as local Half Priced Books organizing efforts.

**Organizing Council Update**

Sarah shared the need to rethink membership recruitment and take a more distributed and democratic approach to membership. On that note, Sarah provided an update about the MAPE Membership Recruitment Planning Retreat on June 10 and invited people to join.

**Business Agent Update**

MAPE is working on getting the contract to pass the Senate, which we think is possible. This requires new organizing work due to redistricting. Get in touch with Dan if you want to volunteer on this effort. Shared challenges in the field includes the Republican platform dedicated to so-called “right to work”. Lastly, the MAPE PAC is currently in the middle of the endorsement process.

**Membership Conversation**

Michael announced the impetus for the Equity/MDE impact working group, which is the desire to shape external-facing equity work. Rachel Bowers provided an overview of the new working group and invited individuals to join. Some notes on the group:

* Will be self-governing
* Will focus on building recommendations for external facing work
* Is for any MAPE member (and not focused on elected leaders) in order to provide others with opportunities
* Further information will come by email

**Raffle Winners**

None this month. Four will be drawn in May.

**Next Meeting**

May 17, 2022

11:30-12:30

Zoom

*Questions or comments? Please reach out at* *mapelocal1002@gmail.com**.*

*Special shout-out to Sarah Weiss for taking meeting notes in my absence! – Mike*