**MAPE Membership Meeting Minutes – Local 1002**

**Region 10**

*December 20, 2022*

*Zoom*

**Roll call of officers:**

Maurice Wilson, president – present

Rhianon Sargent, vice president – not present

Kristine Anderson, treasurer – present

Jon VanOeveren (JVO), membership secretary – present

Mike Schultz, secretary – present

Michael Diedrich, MDE meet and confer chair – not present

Axelina Swenson, region 10 negotiations representative – present

Jackie Blagsvedt, region 10 director, region 10 chief steward – not present

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

**Meet and Confer Update**

Deb Rose, vice chair of the meet and confer committee at MDE, presented. We expressed our gratitude for the relationship we established with the commissioner’s office under Commissioner Mueller. The commissioner said she shared the importance of the relationship with the incoming commissioner. Issues we are working on include pay for utilizing a secondary language to perform work functions (pilot program), telework, performance sync, and supplemental bargaining (which includes classification range equity adjustments and new classifications). MDE is one of five agencies in the process of transitioning in a new commissioner.

**Negotiations Update**

Axelina will be on leave starting in January. Jim DeLuca will serve as Axelina’s replacement as region 10 negotiations representative. Jim is from Local 1001. For contract negotiations, we are in the contract language writing stage based on proposals approved by vote by the negotiations team. One proposal is for a proactive reclassification process. Currently reallocation takes a long time due to the HR review, and pay is only 15 days from when the request was made (as opposed to when the job functions started). The new process would account for sudden changes in job responsibilities. Other proposals include across the board cost of living adjustments, removing steps from the bottom of series and adding steps to the top, vacation transfers, sick leave pool, and increased sick and vacation leave pay out at separation. In the realm of health care, there are proposals related to coverage for gender reassignment, infertility treatment (currently covered by only one provider), and early retirement health care incentives.

MAPE is holding a negotiations convention to talk about the MAPE platform. Representatives include the regional negotiations representatives, meet and confer chairs, chief stewards, the MAPE board executive team, and MAPE business agents. There will be a rapid response texting group for those interested in providing feedback in real time on the negotiations process.

**Treasurer Update**

The proposed 2023 budget was presented. Axelina moved to approve; Maurice seconded. During discussion it was mentioned that the budget can be amended later in the year as needed. The motion was approved by consensus (no opposition).

**Membership Update**

JVO has been reaching out to new hires at MDE. Increasing membership and maintaining membership creates power to negotiate with agency leadership through supplemental bargaining and with the governor’s bargaining team at the statewide level. We have been working with Local 1001 to set up monthly happy hours. In national news, the railway unions had a contract forced upon them – the unions approved the contract but the membership rejected it. The federal government interceded to compel adoption of the contract.

**Business Agent Update**

We will meet with management in April for contract negotiations. We can build power through the CAT. Please consider joining. You can also reach out if you don’t know who your CAT contact is. During the last contract negotiation cycle, 5,000 signers on a petition and 1,000 in person at the Capitol caused MMB to drop its more onerous proposals.

The board is working on its governance/management structure. MAPE has been working without an executive director for some time.

We have one active investigation and one grievance for discipline/termination. The grievance process is used to determine whether discipline was administered for just cause. The burden of proof is on the employer to ensure a fair investigation and to ensure fair and uniform discipline. We are looking for new stewards and for someone to become the chief steward eventually.

**Raffle Winners**

Becky Gerdes

Jennifer Fleckner

Madison Hartman

Rashid Ibrahim

**Next Meeting**

January 17, 2023

11:30-12:30

Zoom

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