



MAPE Local 502 Meeting Agenda

Thursday, July 10, 2025

12:00 – 12:30pm Meeting

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1. Meeting called to order at 12:00 pm
2. Local 502 Updates
 - a. Aya Johnson is now the new Vice President
 - b. Membership Secretary is now vacant
3. Negotiations Update
 - a. Reminder: all negotiators are volunteers
 - Totally okay to be frustrated with Tentative Agreement and/or process, but we want to honor the hard work of our negotiators
 - b. Negotiations Updates
 - Challenges going into negotiations
 - Federal budget cuts have impacted the state budget
 - Went from a large surplus last negotiation round / budget to a much tighter budget this time
 - Expanding healthcare costs
 - Had to deal with a \$290 million shortfall
 - AFSCME showing up for us, and us working together in solidarity, was key
 - New political normal
 - c. Brief overview of Tentative Agreement
 - Key wins
 - 3.25% salary raise over next two years
 - 1.5% and then 1.75%
 - Rest of unions in healthcare coalition were willing to accept 0%/0% to protect healthcare, so getting any increase at all was a step beyond the coalition goals
 - Healthcare increase pushed back
 - Premiums will go up by 17% (nationwide increase)
 - State will continue to pay 88% of healthcare costs
 - Included screenshot of health care changes
 - Can be found in the Tentative Agreement Toolkit: <https://mape.org/Tatoolkit>
 - Secured some changes to telework. Negotiators can't negotiate state policies, only language in the contract. But supervisors have more leeway and the notice period was extended to 21 days.
 - Deferred comp increased to \$500 annually
 - Pain Point
 - Return to office (RTO) was taken off the table by Governor Walz
 - Stayed the Same
 - Step increases are here to stay
 - Paid Parental Leave stays



- Layoff protections
 - We are not protected from layoffs overall, especially with federal funding situation, but existing protections in our contract remain
- Questions?
 - Can you clarify the purpose of the town hall?
 - To be more transparent and provide more information. Also required by negotiations process. Town Hall is also open to everyone represented by MAPE, even if they aren't members.
 - When/where can we share thoughts on voting? I felt like we were really on-board with a strike for a while, but the messaging feels super different now.
 - We were preparing for worst outcome: 0/0, steps freeze, huge health care increases. If Management hadn't moved, we would have pushed for a strike. Because we were able to get healthcare where it is, and because COLA will cover the healthcare increases, we no longer feel that a strike would be in our best interests.
 - Additional input: state folding on healthcare removed a major unifying issue. It's easier to organize around healthcare, so the environment changed once they moved on this.
 - Who does the negotiations on the MMB side? Do they hire professional negotiators? Like – is this their only job?
 - They have a lead person, who is effectively HR's HR, who hires her own team each cycle

4. Officer Reports:

- a. Treasurer's Report: Becky Boland
 - Becky unable to attend
 - We haven't gotten any new financial reports since last meeting, so we'll provide more updates when they're ready
- b. Membership Update
 - Local 502: 52% members, 48% non-members
 - MAPE overall: 66% members, 34% non-members
 - We're still behind MAPE's numbers, so please help us by talking with your co-workers! It's important to get these numbers up to bolster our strength before the next round of negotiations
 - Four new members since June 10th
 - Membership Secretary position is vacant
 - Reminder: must be a dues paying member by July 25th to vote on the Tentative Agreement



- c. Regional Steward Director: Kristin Loomer (DPS/HSEM)
 - Regional Steward Director manages all contract disputes for members in Region 5
 - Includes things like: overtime denials / wage theft, contract violations, disciplinary hearings, etc.
 - Reminder for folks to attend Basic Steward Training! Executive Board will be taking an in-house training for our local.
 - Talk to Kristin if you have any questions about becoming a steward, the work involved, etc.
 - Registration for August session: <https://mape.org/events/basic-steward-training-august-2025>
 - Big focus right now is still on Americans with Disabilities Act (ADA) requests
 - Prior to RTO, many of our staff could manage their issues at home
 - But now many members are being forced into meetings to disclose issues to investigators in seeking accommodations
 - Also interest in a lunch-and-learn for a Know Your Rights training for our local
- d. Regional Director: Michael Prideaux (DEED)
 - Every local belongs to a region, and typically a region is the first number or two in a local name
 - We're in Region 5, which includes:
 - Local 501
 - Local 502
 - There was an emergency board meeting a few weeks ago to decide on a recommendation for the Tentative Agreement, as well as modernize some of our strike-related policies
 - Board meets regularly to discuss strategy, policy, overall direction of MAPE
 - There is opportunity for member comment at every meeting
 - Contact Michael Prideaux or Megan Dayton if you want to be added to the agenda to offer comments
 - There are a variety of board subgroups that members can join to get more involved
 - Some examples include:
 - Finance
 - Governance
 - Coalition-Building
 - Full list here: <https://mape.org/committees/board-directors/subcommittees>
- e. Meet and Confer Report: Nathan Wilson (DPS/OJP)
 - Meet and Confer is a group of MAPE members that meet with representatives from HR to talk about issues that fall outside contract and employee grievances
 - One thing they're talking about now is use of AI at our agencies
 - Also work on supplemental negotiations (included in an appendix near the end of the contract)
 - Not everyone on the Meet and Confer committee is a steward, so make



sure you approach Nathan or Kristin if you want the discussion to be confidential

- Website: <https://mape.org/committees/meet-and-confer-committees/public-safety>
5. Please add your personal contact information to the MAPE portal so you can be contacted outside of state devices
 - a. <https://portal.mape.org/>
 6. Key Dates
 - a. Town hall on Tentative Agreement will be on Tuesday, July 22nd, 12 – 1 pm
 - b. Anyone who wants to vote must be a member by Friday, July 25th
 - c. Voting on Tentative Agreement will take place Friday, August 1st – Thursday, August 7th
 - Email will be from Big Pulse – check your spam if you don't see it
 - d. August Meeting: Thursday, August 14th from 12:00 – 12:30pm
 7. Adjourn
 - a. Jake Seamans moved to adjourn, Nathan seconded
 - b. Motion passes
 - c. Meeting adjourned at 12:50 pm
 8. Optional social time



MAPE Local & Regional Contacts Local Information:

<https://mape.org/locals/502>

Local President: Eric Lightner (DPS), eric.lightner@state.mn.us

Local Vice President: Aya Johnson (DPS/OJP), aya.iohanson@state.mn.us

Local Membership Secretary: VACANT

Local Treasurer: Becky Boland (DPS), becky.boland@state.mn.us

Local Secretary: Jon Lipp, jon.lipp@state.mn.us

Regional Steward Director: Kristin Loomer (DPS/HSEM),
kristin.loomer@state.mn.us

Regional Director: Michael Prideaux (DEED), micheal.prideaux@state.mn.us

Region 5 Negotiations Reps:

1. Carolyn Murphy, Negotiations Co-Chair (MNIT@DPS),
carolyn.murphy@state.mn.us, cmurphy@mape.org
2. Kristin Loomer, at-large negotiator (DPS/HSEM), kristin.loomer@state.mn.us,
kloomer@mape.org

Business Agent: Janaya Arellano, jarellano@mape.org 651-270-8363