



Empowered Together

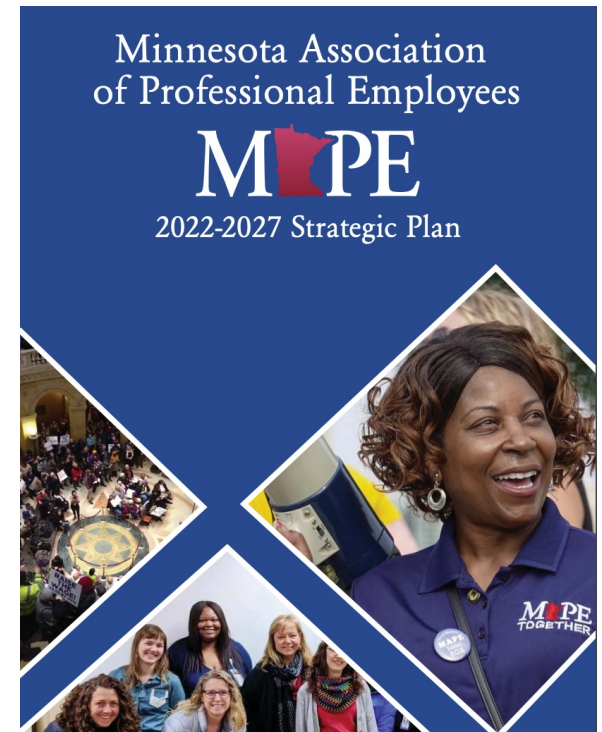
Dues Update



Strategic Plan Review

Strategic Plan 2022-2027

- Our Strategic Plan was based on member input and ideas
- Hundreds of interviews, dozens of meetings and many revisions
- Members wished to make the dues structure fairer
- MAPE Board of Directors approved a five-year strategic plan



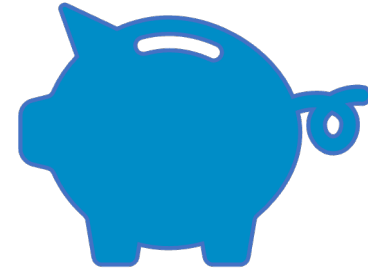
Strategic Plan highlights



Investing in the Future



- Financial resources are essential to build membership.
- As membership numbers increase, we have substantially more power to create the workplaces our members deserve.



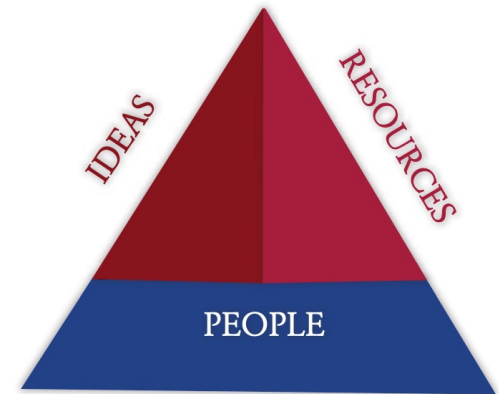
- We want to ensure we have the resources to make meaningful investments in our future.

Building Power

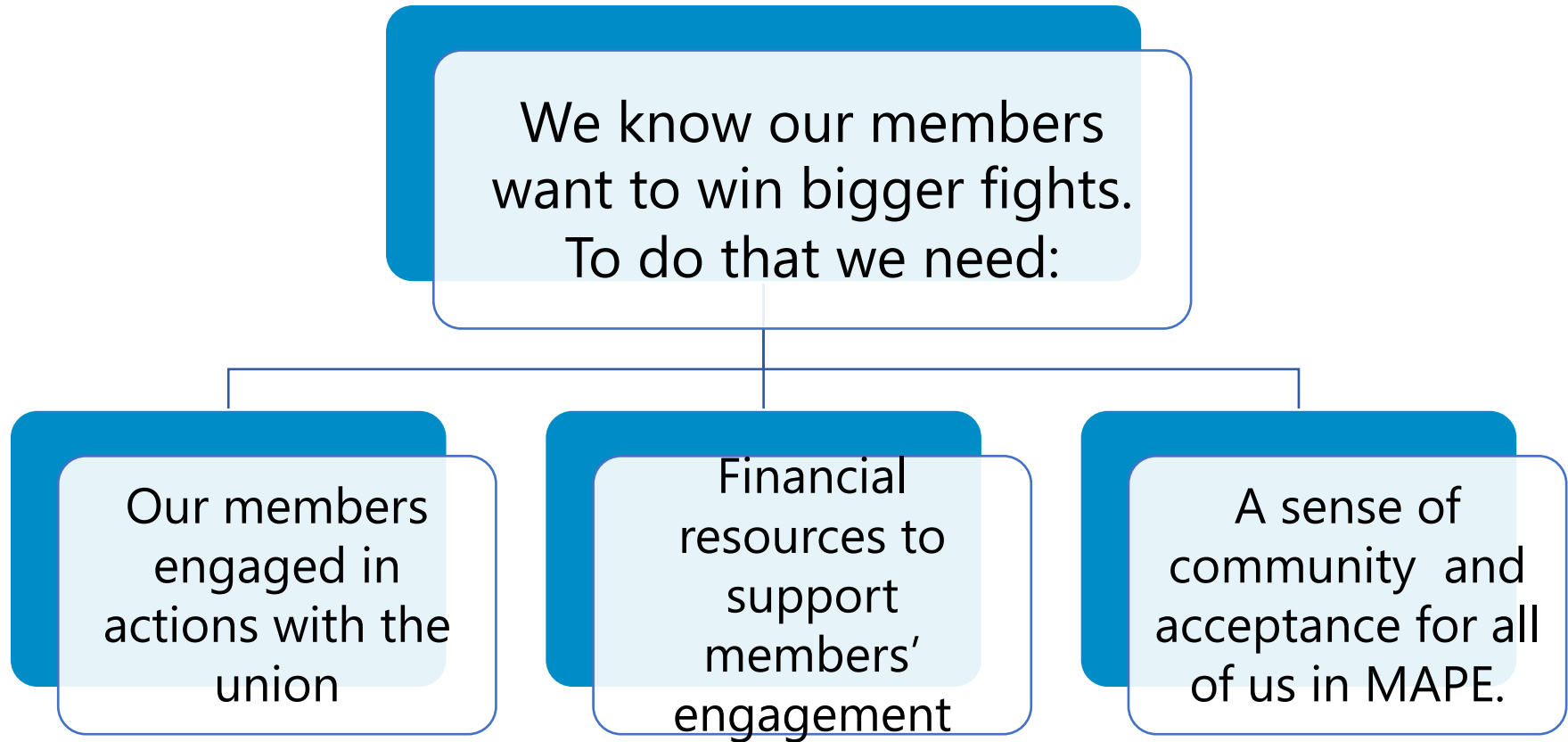
Our power comes from three places:

- Our People
- Our Resources
- Our Ideas

Our members are the foundation of our union, of our communities and of the work done by the state of Minnesota.



Organized Resources



Equitable Dues Structure

A graphic with a blue jagged banner at the top containing the text 'DELEGATE ASSEMBLY' in white. Below the banner is a solid maroon rectangle containing the text 'October 27-28' in white.

**DELEGATE
ASSEMBLY**

October 27-28

Our Finance Workgroup and Board of Directors, acting on the members' direction set by the strategic plan, will be proposing a fairer dues structure that also provides the union with the resources needed to support members.



Dues Update

Previous Dues Update

- MAPE has not increased dues in more than 10 years.
- MAPE has been excellent stewards of our members' money to be able to go over a decade without increasing dues.



Dues and Members

Financial solvency depends upon a dues increase and increased membership.

MAPE has an outdated (regressive/flat rate) dues structure.

Our last dues increase was in 2013.

Current MAPE membership is at 67% with a goal of 70% membership.



Why We Need This, Part 1



This isn't just about balancing the books; it's about investing in our collective power and securing a vibrant future for all MAPE members.

1. Cost of Living Adjustment: Each year, we receive a cost-of-living increase, yet our union hasn't had one since 2013. This has strained our financial reserves.



2. Revenue Generation: Our member dues generate more than 99 percent of MAPE's annual revenue and are how we collectively pool our financial resources to build working class power.

Why We Need This, Part 2



3. The Role of Unions: Unions fight for safer workplaces, fair working hours, leave benefits and health care. Unions are vital in encouraging accountability in management.

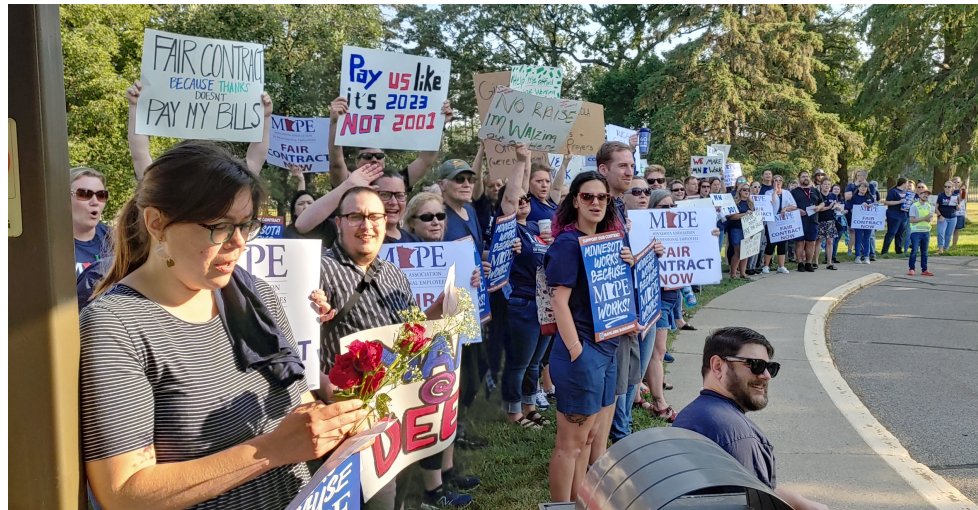
4. The Power of the Collective: Public approval of unions is at a 70-year high, reflected in labor movements across various sectors. At 16,500 strong, we have significant bargaining power as shown in our recent contract TA, which includes the largest wage increase in over 40 years, and additional benefits like expanded sick leave and a telework appeals process.



Why We Need This, Part 3



5. Momentum: We bet big on engaging and connecting with members through MAPE-tober and negotiations this past year and spent down reserves to pay for these investments in building our movement. These investments are paying off resulting in, higher member percentages, the Minnesota miracle and the highest negotiated COLAs in over 40 years.



Why We Need This, Part 4



6. Union Achievements: Our collective efforts secured gains such as Paid Parental Leave, Respectful Workplace policy, the removal of legislative role in contract process, the right to appeal Management denial of telework requests and frontline worker bonuses, which greatly impact our members' lives.

7. Financial Base: A powerful union relies on an active membership and a solid financial foundation. Our financial stability relies on equitable dues.



Goals of a dues update



Our Board of Directors heard many proposals from the Finance Committee with the end goal of:

Pooling our resources to build the next generation union and invest in members.

- Investing in negotiations, data, analytics, information management, projectors, white boards, accessibility, building, professional staff, lost time, etc.

Building power through member engagement.

- Continue to grow membership.
- People = Power
- Celebrating member leaders and building the future of a highly skilled and strategic State workforce.
- Increasing diverse perspectives and solidarity across differences.

Proposed 2024 Dues Update

Investment in our future: The Board recommends a dues structure tied to an individual's hourly wage, capped at \$32.50, ensuring fairness and equitability.

- 75% of one hour
- Approx. 45-minutes of member pay
- Cap of \$32.50



Recommendation for the road ahead: In our latest Board meeting, we've proposed a new rate equivalent to .75 of one hour, or approximately 45 minutes of a member's pay with a cap. This isn't a burden; it's an investment in our collective strength, an affirmation of our shared values and a commitment to our shared future.



Dues Calculator

You can see what your dues would be based on your hourly wage using the calculator on <https://mape.org/dues>

Dues calculator

Plug in your current hourly rate to see what your new bi-weekly dues amount will be if the dues update passes at Delegate Assembly.

Hourly Wage

Enter hourly wage to see results.

Per Paycheck: \$0.00





The Process

Previous Dues Increase

- Moved from \$15 to \$21 per pay period for members.
- Some of the additional funds went into a Future Years Operations fund.
- This fund has helped delay further dues increases.
- Post *Janus v. AFSCME* in 2018, many non-members became members, bolstering our financial strength.

***MAPE's last
dues increase
was in 2013***

Process for Dues Update: Initial Steps

- ✓ The strategic plan kicked-off the dues update.
- ✓ A dues assessment was performed to compare MAPE's dues model with other unions.
- ✓ The Finance workgroup created a Dues Update Proposal and presented 33 variations to the Board of Directors over three months.
- ✓ All the board members completed a survey to gauge support of the different dues update options.
- ✓ The board held a retreat to discuss the survey results.



Process for a dues update: Next steps



Our Board of Directors approved the dues update to be included in the 2024 Finance Report.



The Finance Report is compiled by the Finance Workgroup.



The Finance Workgroup will present the report during Budget Forums.

Budget Forums



Three virtual budget forums are available to attend.

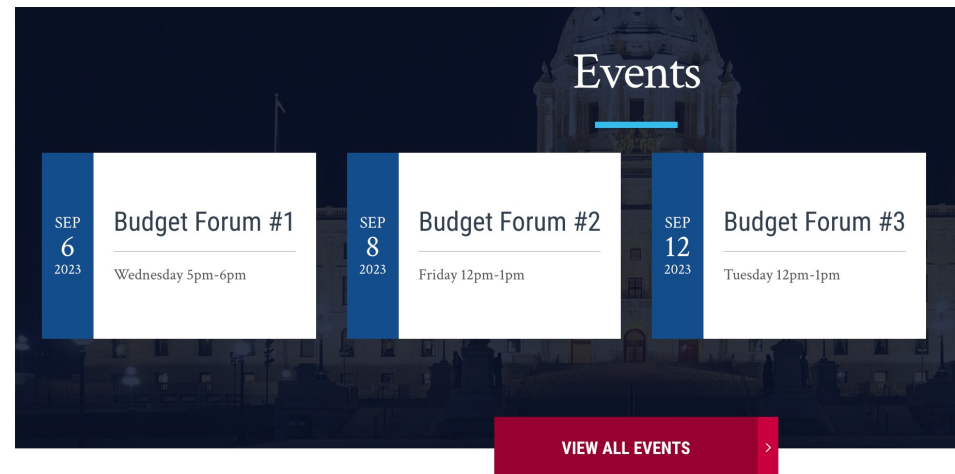
These are held before the final Board of Directors meeting on Sept. 15 to allow members for comment and input.

[Sept. 6](#) at 5 p.m.

[Sept. 8](#) at 12 p.m.

[Sept. 12](#) at 12 p.m.

Zoom link at Mape.org
under Events.



One Final Budget Forum

The final MAPE 2024 budget will be approved at the Board of Director's meeting on Sept. 15.

One final budget forum will be held after the board meeting so delegates can see the final budget that they will be voting on. Date TBD

If you have questions about the budget, make sure you attend a forum.

Contact your [Regional Director](#) or the Statewide Treasurer, Chet Jorgenson, with questions.



Steps to budget implementation



The budget is presented and then voted on at Delegate Assembly by delegates.



Locals should ensure they have their alternate spots filled and ready in case a delegate cannot attend.



Local Presidents can appoint members to open delegate or alternate spots until Sept. 15.



If the budget passes, it will be implemented Jan. 1, 2024.



Union Solidarity

Sometimes we forget...

**THE
IMPORTANCE
OF UNIONS!**

Public sector unions are critical to ensure:

- a robust, equitable and efficient public service
- public employees have a voice in the workplace
- the ability to negotiate fair wages, benefits and working conditions

Resulting in:

- improved lives of our members
- enhanced quality of public services
- better communities

Public Sector Unions



Advocate for adequate funding and fair policies.

Help ensure that essential services like education, health care and public safety are accessible and efficient.

Public Sector Unions

Public sector roles are increasingly complex and demanding.

Having strong public sector unions to advocate for the rights and welfare of employees is undeniably important.

Together, we can build a stronger MAPE

This dues update is about investing in our collective strength, ensuring MAPE remains a robust force for change.





The state works because
we do!

Solidarity