

**New employee orientation facilitator guide**

# Why MAPE?

Because you were hired in a MAPE-represented position, you are entitled to all the benefits and protections of your union contract. However, unless you sign a membership card, you will be a non-member. We want everyone to sign a membership card and become a member of the union. Send a message to everyone you work with, our governor and the public: We stand together as a union for everyone.

Together, we can:

* Negotiate better pay, benefits and improve our working conditions
* Defeat anti-worker laws at the Minnesota Legislature, so we don’t end up losing 10 percent of our pay like Wisconsin public employees
* Protect income and health insurance during a government shutdown
* Build a stronger middle class

**Fill out a membership application form or apply online at:**

https://mape.org/join-mape.

# Wages, health care, pension

MAPE has won consistent cost-of-living wage increases for its members and successfully fought off the employer’s attempts to significantly raise members’ health-care premiums and out-of-pocket costs:

* **Wages.** MAPE’s negotiators have won 9.25 percent in cost-of-living wage increases over the last four years. Additionally, negotiators won step increases for those who qualify (3.55 percent).

## Health care:

* + MAPE’s negotiators fought off all increases to out-of-pocket maximums, co-pays and deductibles.
  + MAPE-represented employees pay just 5 percent of their single health-care premiums and 15 percent of family premiums, much less than the average non-unionized public sector worker and private sector employee are paying.
* **Pension.** MAPE members can rest assured that when they reach the end of their working careers, they will have a secure retirement. MAPE leadership continually works to keep it that way. Members and the employer jointly contribute to defined-benefit pensions that provide a more secure retirement than 401(k)-type plans that are popular in the private sector.
* **Deferred compensation.** If you want additional retirement security, you can have voluntary deductions placed in this 401 (k) plan for government workers. Our contract calls for a $200 per-year match from the employer for those who contribute.

# MAPE’s big deals

Members have rallied around important issues and have accomplished some amazing, ground- breaking things:

* **Anti-bullying.** MAPE’s three-year anti-bullying campaign secured a respectful workplace policy guaranteeing a professional and respectful workplace for all state employees. MAPE has built a network to report allegations of abusive behavior in the workplace. Our anti-bullying work has resulted in the demotion or removal of 11 supervisors and directors.
* **Paid parental leave.** MAPE led the battle for paid parental leave for all state employees. Members will now be able to take paid leave to spend time with their newborn or newly adopted child during the first critical months.

# Standing up for you at the Minnesota Legislature

MAPE is very active at the state Capitol. In addition to supporting efforts to strengthen and protect our pension, and getting our contract approved, MAPE leads the way in improving our workplace:

* Helped unanimously pass the largest piece of pension reform in state history providing pension sustainability for the next 30 years.
* Successfully gained bipartisan support to pass our contract early in the legislative session.
* Successfully fought against the decentralization of MnIT services and outsourcing of MAPE employee’s work.
* Prevented the passage of legislation severely limiting the ability of workers to telecommute.
* Helped stop several attempts to weaken public sector bargaining power including separating health-insurance bargaining from wages.
* Helped prevent the installation of right-to-work language into state statute.
* MAPE helped prevent massive cuts to state agencies including Human Rights and the Department of Revenue.
* Maintained current legislative contract interim approval process rather than go to a majority rule process.

# When you join MAPE, here’s what you can do:

## Vote:

* + On benefits and cost-of-living wage increases in MAPE’s contract
  + On the leadership to implement your suggestions and address your concerns … or run for office yourself

## Improve your leadership skills:

* + Leadership and diversity training
  + Basic and advanced steward training
  + Conferences and seminars on a variety of topics, including women’s issues

1. **Apply for hardship grants and loans during a government shutdown or strike.**