**Local 301 Membership Meeting**

**Tuesday August 10th, 2021, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by President Nagle**

**Attendees: 111**

**Welcome/Announcements, Brett Nagle, Local 301 President**

* Brett introduced himself and thanked everyone for coming to the meeting. Today we'll talk about the great news on our contract and we want to discuss the changing Covid-19 landscape and what that means for us.
* Parking: we've heard a lot from our members about parking. Lots of customer dissatisfaction. Are people interested in having a separate meeting outside of this meeting to discuss ideas for parking? Would people be interested in this? We could also reach out to other locals that park at Lafayette Park. About 8 hands went up for people that were interested.
* Brett talked about the rally at the capitol and expressed gratitude to Claudia and Kristin for all their hard work on the contract.
* FYI: the secure bike storage room is expected to be available in November.

**Contract Negotiations, Kristin Kirchoff-Franklin and Claudia Hochstein, Contract Negotiators**

* Kristin: the 2021-2023 tentative agreement reflects the work of MAPE's bargaining team, substantial engagement from membership and great services.
* We were also able to negotiate strong wage increases, significant benefits to our health insurance, Juneteenth as a paid holiday, and large increase to employer contribution on deferred compensation.
* We were also able to fight back on language aimed to strip our seniority rights, alter the grievance process, attack overtime, and threaten furloughs.
* The negotiations process involved a MAPE survey and listening sessions, negotiations team planning, open bargaining, MMB demanded mediation and there was slow progress negotiating, escalation w/ the Governor's office, push week, and finally a tentative agreement reached with a unanimous vote from the negotiations team and Board of Directors.
* The approval process includes a membership vote from September 8th to 17th, MMB will then sends the contract to the Subcommittee of Employee Relations (SER), SER has 30 days to vote on the contract, and the legislature votes by May 2022. If the SER doesn't meet to discuss in 30 days it goes to interim effect.
* Claudia: Member actions are incredibly important. Thank you! Claudia thanked everyone for participating in the various contract actions. We had the summit with the Governor in March, the twitter action campaign, a petition (5,000 members signed the petition), letters to the Commissioners and Governor. There was also a lunch action for temporary unclassified that generated 200 letters that were sent to the Governor. We also had the rally, nearly 1,000 members showed up! The MAPE strong campaign was also the biggest twitter action so far that we've had.
* We showed our power at the rally, overnight after the rally we settled the contract, and beat back so much of the bad that was thrown at us. Local 301 had the most people sign-up for the rally! It was so amazing that all of you showed up and we are so proud of everyone for participating in negotiations and standing with each other. We make an impact when we're working together. Claudia expressed how she is so happy and glad to be part of this union and Local 301 to make real positive changes.
* Cost of living adjustment: 2.5% increase in FY22, 2.5% increase in FY23. This will be retroactive to July 1, 2021. We are uncertain when it will come through, depends on SER.
* There will be no increase to our share of healthcare premiums. The overall cost of premiums is currently determined by the Commissioner. We negotiate how much of the premium we pay versus the state. The state wanted to add and add 2% to our share of the cost, making it 7% for single plans and 17% for dependent, we fought off this proposal. The actual cost of health premiums will increase by 3.6%, in other works the overall price tag for both us and the state is 103.6% of last year.
* There will not be any major changes in out-of-pocket costs, waiting period was reduced to 30 days from 35 for new employees. There will be open enrollment for dental in 2023, ER visit (change to out-of-pocket expense) – copays are no longer subject to deductible, when you go to ER you'll know exactly how much you're paying. Short-term disability open enrollment will be every 5 years, enroll or increases w/out any health assessments, 3-d mammograms are now considered standard care, fertility (Joint Labor Management Committee), there will be a fertility program, working out details in JLM. Will start offering fertility program in 2023, and we are also expanding access to BIPOC mental health providers (JLM will be working on this).
* We defeated union busting actuarial value proposal – beat back a proposal that could have cost members hundreds of millions of dollars, would have allowed the state to permanently cap its own costs while driving up our out-of-pocket costs, proposal seemed especially egregious.
* Juneteenth will now be a paid holiday for state works, add pay for employees who communicate w/ public in languages in addition to English. We will also have a quarterly meeting with the Governor's Office of Inclusion.
* Members who work in connect 700, which is a path into state employment for people with disabilities can accrue and use vacation/sick leave and are eligible for holiday pay.
* Contract language provides a 14-day notice for change in telework, pilot program to meet with management to address any disagreements w/ permissions or denials of telework.
* Temporary unclassified, changed notice from 14 to 21 days, shortened probationary period for Temporary unclassified when converted to classified employees.
* We didn't get everything we wanted, but we made some significant gains.
* Def com, $250 a year, instead of $200, ability for employees to waive the shift differential language to allow for flexible schedules, removes the lunch time restriction language – employees can take lunch any time of the workday.
* Many MMB proposals would have gutted union rights – MMB attacked, seniority rights, steward rights, and the ability to connect w/ each other as a union – we defeated all of these proposals.
* Peter Marincel: we didn't give up much and defeated all of the bad things.
* Claudia: we didn't win everything we wanted, from paid family leave to job audits, this contract is not perfect.
* It is up to us to take the next steps together, organize our people, our ideas, and resources to grow our power at the bargaining table. Reach out to the negotiations team member to get involved, <https://mape.org/committees/negotiations-committee-team>.
* Imagine what we can do if we continue to build the union and demand what we're worth and what we need. We would love to talk to anyone who is interested in doing something more, or has any thoughts on what is important to them to make our work place better.
* Take action: build our power, solidarity in our numbers means power as a union, become a member by September 2nd to be able to vote on the contract, join online, questions – reach out to Pete, Chuck, or any of our local officers. Get involved in Local 301!
* Get involved volunteering for the 2022 election, our contract gets voted on in the legislature, vote! We'll need your help to get our contract through the legislature, be ready to contact legislators.
* Pay increase – likely won't see until end of year. Will have 2 more contract sessions, Aug. 18 Aug 25, invites will go out. Both at noon.
* Brett – we need to be constantly engaged in this process. The negotiation team will be working throughout cycle for the contract. We all need to vote on the contract. Encourage folks to attend the other sessions.

**Lunch Donation Update, Anne Morris, Local 301 Treasurer**

* Anne: benefit of being a member is you get to vote on the contract, and our local receives some of that money and we spend it to support our local. We have $19,000 in our MAPE account, one of the things to discuss today is to approve to make August through December lunch donations, but we don't have any organizations lined up. We need to come up w/ some organizations to donate to.
* We would like to move $500 from the job action line item in our budget to membership awards/prizes. This is considered a financial action.
* We have $3,000 budgeted for our local meetings, but we may not be meeting in the office this year. We had a picnic in June, and that was great. Maybe we should consider another picnic.
* Motion by Anne to move $500 from job action to membership awards/prizes. Motion seconded. All in favor – Ay, Nay – nobody expressed a nay vote.
* Sisters Camelot – charity suggestion, non-profit, smaller than second harvest. They rescue food from co-ops organic produce and provide food to folks to prevent it from going to waste.
* Motion by Anne to have our August donation go to Sisters Camelot ($900), Brett Nagle seconded motion. In favor – aye. Opposed, nay – nobody expressed a nay vote...
* Other charity ideas: Neighbors Inc., St. Stephens, Feed my starving children, Wellstone Center.
* Motion by Anne to have another picnic - $1,000 MAPE event/picnic to get together in person – Seconded by Claudia. Approved – aye. Nay – nobody expressed a nay vote.

**Return to office – COVID-19, Claudia Hochstein**

* The Meet and Confer Committee will meet on Aug. 25th to discuss return to work with the emerging delta/lambda variants. More info soon. We have been in touch w/ management. Reach out to us or stewardif you have concerns.

**Board of Directors Update, Mark Snyder, Regional Director**

* At the most recent Board of Directors meeting we discussed the tentative contract agreement. There is also a Board Governance work group to discuss ideas for restructuring the board.
* Healthcare costs and wage adjustments are linked, MAPE supports to move to single payer healthcare to remove these costs as bargaining leverage.

Suggestion from member for MAPE to do a survey on support for a vaccine mandate.

**Chuck Krueger, Membership Secretary**

* Member prize drawing winners: Andrew Ching, Rachel Tucker, Jose Villasenor, and Gwen Steel.

**Meeting adjourned at 1:02 pm by President Nagle**

**Next meeting September 14th at noon**