# MAPE Local 2101

# Monthly Business Meeting

Tuesday December 12, 2023

12:00- 1:00 PM Central Time

Zoom (Virtual)

Join Zoom Meeting: <https://us06web.zoom.us/j/89503555870?pwd=eUdJRXNMUFZRcnlkQ0tpUjVKek5xQT09>

Meeting ID: 895 0355 5870

Passcode: 222101

## Housekeeping

Approval of Today’s Agenda

## Agenda

* Along with the drawing for 4, $20 gift cards, we will also draw names for 2, $50 gift cards!
  + Congratulations to the gift card winners for December’s local meeting!
    - Anna Yesberger ($50), Amy Wilson ($50), Megan Door ($20), Lovena Kabba Zibrowski ($20), Camille Miller ($20), and Jai Verma ($20).
* Membership Secretary - Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
  + **Welcome new members: Peter Butler, Steven Rud, Karen Camara, Jaimie Holtzleicer, Bailey Anderson, Lindsay Giese, Amy Stroman-Petersen, Faith Markel, Willow Matteson, and Sandria Grant!**
  + **Update on the membership blitz!** 24 new members during the blitz window – 5 rockstar recruiters.
  + **Membership stats: 983 Members, 353 potential members, 73.58% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
  + Lauren Siegel to transition from the Organizing Council to being the Membership Secretary for local 2101.
  + Chris Smith highlighted the importance of organization and participation as a local, especially at big events like Lobby Day. The more people who show up at these events, the more power our union portrays and the more impact we have on things like contract negotiations. If everyone from our local showed up, we would have nearly 1,000 MAPE members there from our local alone!
    - **Next Lobby Day is March 19th at the Capitol.**
* Welcome new Interim Local Treasurer, Farris Hassan!
  + 2024 Proposed Budget for local 2101 – [Liz Pearson](mailto:elizabeth.pearson@state.mn.us)
    - 2024 local 2101 budget will be reviewed again with comments by members in January’s local 2101 meeting. Voting will be available after January’s meeting. Members can submit their comments to [Liz Pearson](mailto:elizabeth.pearson@state.mn.us)
    - 2023 budget was largely unspent - $20,579.47 of the budget was unspent and will go into local savings for 2024 and beyond. More details can be found in the 2023 Local 2101 Budget Report attached to this email.
    - 2024 Local 2101 Proposed Budget is a separate attachment to this email, please review the proposed budget and submit any comments you have to Liz Pearson.
      1. Proposed budget includes increases to several line items including Membership Awards/Prizes, Leadership Team for stipends, Membership Committee for NEO lunches, Good and Welfare to increase amounts allowed, and Supplies/Swag for new member welcome items.
      2. Total amount for proposed 2024 local 2101 budget is $28,535 which leaves $3,185 in reserve for 2024.
      3. Members had some questions about the budget such as how to save on postage for sending out swag, using Microsoft Teams instead of Zoom for meetings to save the on the Zoom application fee, and if MAPE can cover the costs of certification and training for on-the-job training.
         1. Zoom was decided to be the best moving forward as it is independent from State equipment.
         2. Some swag will be able to be handed out at NEO lunches, but otherwise this is still the best way for getting these items to new members. 2101 is one of the few locals still sending out swag.
         3. Liz clarified that MAPE funds cannot cover employment-related trainings or certifications and that members should talk to their supervisors about getting these costs covered.
      4. Good and Welfare increase was proposed. Please review the attachment Good and Welfare policy – Proposed for more information.
      5. Local 2101 plans to have more in-person events in 2024 – Becky Busho will be helping to organize more of these events. Reach out to Becky with your suggestions! [Becky Busho](mailto:becky.busho@state.mn.us). Tentative ideas for 2024:
         1. Hockey games – suggested by Chris Smith for the Minnesota Professional Women’s Hockey League
         2. Baseball games – One local went to a Saints game in 2023
         3. Cookouts
         4. Sightseeing trips on the Mississippi River Paddleford Ferry
  + We need 3 volunteers to complete our financial audit for 2023. This will happen in late February.
    - Margie Aranda, Spencer Bickett, Melissa Favila, Deedee Lessinger, Tami Ness, and Paul Shryer all volunteered to assist.
* MAPE Stewards – Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)
  + **Become a steward!**
  + Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
  + There is a monthly labor partner meeting with HR and Ken Lombard from labor relations that Cassie Stewart and Dylan Adams attend. If you are having issues with management, please reach out to them.
  + You have a right to have a steward present during a discipline meeting with your supervisor or manager or HR! **Please reach out to any of the stewards if you need support!**
  + Basic steward training is being held next on January 26, 2024. Reach out to Cassie Stewart if you would like to sign up or register for the training on the MAPE website.
* Political Council – Nicole Juan [nicole.m.juan@state.mn.us](mailto:nicole.m.juan@state.mn.us)
  + We are looking for people who are interested in learning more about the new pilot officer position for Community Engagement.
  + Community Engagement training update – [Chris.j.Smith@state.mn.us](mailto:Chris.j.Smith@state.mn.us)
    - Community Engagement Officer pilot training session was on 12/8/23, but there will be additional opportunities for this in the future.
* Organizing Council – Lauren Siegel [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us)
  + The Organizing Council will spend 2024 building a robust network of stewards to form the backbone for our Contract Action Teams.
  + The first Organizing Steward Training will be on May 10th, 2024 and will focus on "When Grievances Are Not Enough." The next trainings will be in September and November of 2024.
  + Lauren Siegel to transition off Organizing Council.
* MNIT Meet and Confer – Andi Morris [andrea.morris@state.mn.us](mailto:andrea.morris@state.mn.us)
  + MNIT is reviewing (and largely approving) requests for vacation service credit after the expansion of the program in the new contract. Employees simply need to email their updated resume, including dates of employment in the month/year format (MM/YYYY), to [MN\_HR\_VACCREDIT@state.mn.us](mailto:MN_HR_VACCREDIT@state.mn.us). If you haven’t submitted a request, or your previous request was denied under the old contract language, we encourage you to submit your request for vacation credit.
  + Our team is working with management to provide career paths for our employees. Please reach out to Andi Morris, MNIT Meet & Confer Chair, if you’re interested in helping with this effort.
* DHS Meet and Confer – Tonya Rolfson [tonja.rolfson@state.mn.us](mailto:tonja.rolfson@state.mn.us)
* Board of Directors – Vanessa Vogl [vanessa.vogl@state.mn.us](mailto:vanessa.vogl@state.mn.us)
* Other Announcements
  + Student Loan reimbursement committee – Christine Retkwa [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)
  + **MAPE 101:** MAPE 101 takes place from 12 to 1 pm on the 4th Tuesday of the month. It is an opportunity to take a deeper dive into specific topics with time to answer general questions. An invite is sent to our email list the morning of the meeting, and all are welcome! **There is no MAPE 101 in December.**
  + [Multilingual Pay Differential Policy](https://dhs.intranet.mn.gov/policies-procedures-forms/policies-summary/human-resources/multilingual-pay-differential-policy/index.jsp) effective starting June 7. The policy is intended to compensate qualified employees who are members of the Minnesota Association of Professional Employees (MAPE), the Commissioner’s Plan or the Managerial Plan.
  + Save the Date! **MAPE Day on the Hill, Tuesday March 19, 2024.**
  + Resources for helping displaced Palestinians were shared:
    - Naiyer shared that Med Global is a trusted source for donating money to support Palestinians who have been displaced from their homes in Gaza. <https://medglobal.org/who-we-are/>
    - Liz Pearson shared information for donating to World Central Kitchen who is feeding people in Gaza. <https://wck.org/>

Next Officers’ meeting: January 4, 12:30-1 pm, via Teams. Contact [Liz Pearson](mailto:elizabeth.pearson@state.mn.us) if you would like the invite.

Next General Meeting: January 9, 12-1 pm, via Zoom

## Important Notes:

* If you are encountering managers or supervisors who are opposing your preferred location for work, **(this includes your preference to work in the office)** please reach out to a steward! For telework agreements, contact the Telework mentors directly at [dhs.teleworkmentors@state.mn.us](mailto:dhs.teleworkmentors@state.mn.us) or contact Kayoua Khang Moua, [Kayoua.KhangMoua@state.mn.us](mailto:Kayoua.KhangMoua@state.mn.us).
* Stewards meet monthly. Sign up for Steward Training on the MAPE website: <https://mape.org/resources/training/classes>. A steward is a MAPE member who learns our contract inside and out to help fellow MAPE members with contract-related issues. A steward is someone other members can trust with their questions and can help file grievances. It’s an important and fulfilling role! **Contact Head Steward Cassie Stewart** ([cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)) or any of the other stewards for more information.
* **Vacation credit for previous employment:** When submitting a request to HR for a vacation accrual adjustment, you must provide documentation of your previous employment where you performed work like what you do for the State of MN. This can be a letter or email from the company. MNIT Employees simply need to email their updated resume, including dates of employment in the month/year format (MM/YYYY).
* The language for the length of service credit is located in Article 10 of the contract. (Page 18 of the pdf)

DHS employees submit your documentation to Mary Buss [mary.e.buss@state.mn.us](mailto:mary.e.buss@state.mn.us) MNIT employees, submit your information to [MN\_HR\_VACCREDIT@state.mn.us](mailto:MN_HR_VACCREDIT@state.mn.us). If you have questions, please reach out to an officer or steward!

* **MAPE 2101 Facebook Page** <https://www.facebook.com/groups/mape2101/>
* **MAPE 2101 Yammer** <https://www.yammer.com/state.mn.us/#/threads/inGroup?type=in_group&feedId=23932387328&view=all>
* Fill out and submit the Good and Welfare request form**. Copy and paste this link into your Chrome browser,** <https://goo.gl/forms/QQD7d4vETAv6vQGF2>**.**
* **Send agenda items** for future meetings to [David Freeman](mailto:david.j.freeman@state.mn.us).
* **Contact our Membership secretary** or any MAPE officer if you:
* Are a new MAPE represented employee
* Recently transferred to Andersen from another local
* Are not receiving our local’s e-mails
* **A drawing** will be held after each monthly meeting for four $20 Cub gift cards.
* **Visit the** [**MAPE website**](https://www.mape.org/)for statewide news and information. MAPE is also on [Twitter](https://twitter.com/#!/MAPE2012) and [Facebook](http://www.facebook.com/pages/MAPE/277856856765).

## Local Officers

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| --- | --- | --- |
| President | Liz (Elizabeth) Pearson | [Elizabeth.Pearson@state.mn.us](mailto:Elizabeth.Pearson@state.mn.us) |
| Vice President | Chris Smith | [Chris.J.Smith@state.mn.us](mailto:Chris.J.Smith@state.mn.us) |
| Treasurer | Farris Hassan (Interim) | [Farris.Hassan@state.mn.us](mailto:Farris.Hassan@state.mn.us) |
| Secretary | David Freeman | [david.j.freeman@state.mn.us](mailto:david.j.freeman@state.mn.us) |
| Membership Secretary | Lauren Siegel | [lauren.siegel@state.mn.us](mailto:lauren.siegel@state.mn.us) |

**Contract Negotiations Rep**

Christine Retkwa [Christine.Retkwa@state.mn.us](mailto:Christine.Retkwa@state.mn.us)

**Regional Director**

Vanessa Vogl [Vanessa.Vogl@state.mn.us](mailto:Vanessa.Vogl@state.mn.us)

**Business Agent**

Meron Negussie (organizing and grievances) [mnegussie@mape.org](mailto:mnegussie@mape.org)

## Head Steward

Cassie Stewart [cassandra.stewart@state.mn.us](mailto:cassandra.stewart@state.mn.us)

## Stewards

|  |  |  |  |
| --- | --- | --- | --- |
| Dylan Adams | Dylan.Adams@state.mn.us | Alejandro Maldonado | [Alejandro.Maldonado@state.mn.us](mailto:Alejandro.Maldonado@state.mn.us) |
| Bruce Anderson | [Bruce.Anderson@state.mn.us](mailto:Bruce.Anderson@state.mn.us) | Chris Smith | [Chris.J.Smith@state.mn.us](mailto:Chris.J.Smith@state.mn.us) |
| Ilya Garelik | [ilya.garelik@state.mn.us](mailto:ilya.garelik@state.mn.us) | Nancy Schultz | [Nancy.Schultz@state.mn.us](mailto:Nancy.Schultz@state.mn.us) |
| Cassandra Cole | [Cassandra.Cole@state.mn.us](mailto:Cassandra.Cole@state.mn.us) | Moua Song | [Moua.P.Song@state.mn.us](mailto:Moua.P.Song@state.mn.us) |
| Nicole Juan | [Nicole.M.Juan@state.mn.us](mailto:Nicole.M.Juan@state.mn.us) | Heather Prior | [Heather.Prior@state.mn.us](mailto:Heather.Prior@state.mn.us) |
| Liz Pearson | Elizabeth.Pearson@state.mn.us |  |  |

## State Council/Committee Members

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| --- | --- | --- |
| Organizing Council | TBD |  |
| Political Council  Political Action Committee | Nicole Juan  Nicole Juan | [NJuan@mape.org](mailto:NJuan@mape.org)  [NJuan@mape.org](mailto:NJuan@mape.org) |