

MNPE

2019

DELEGATE ASSEMBLY



Executive Director Report

MAPE AND THE LABOR MOVEMENT

Dear Delegates:

The labor movement can certainly sympathize with Mark Twain who reportedly said after his obituary had been mistakenly published, "Reports of my death are greatly exaggerated."

When we met at last year's Delegate Assembly, the rumors were swirling that the labor movement was finished following the recent Janus vs AFSCME ruling. One year later, I am proud to report that MAPE is not only surviving, we are thriving. We have more than 11,000 members, record member leadership and engagement in union activities, and are credited for helping to elect a pro-labor governor.

This year has taught us, as never before, that we are stronger together. Together, as a union, we build power and better lives and communities. As we review the past year, it makes sense to ask ourselves if we are more powerful today than we were a year ago? The answer is a resounding yes.

We are more powerful because thousands of members shaped MAPE's contract campaign. We are more powerful because in a tough state budget year, we negotiated a good contract with higher wages and helped keep healthcare increases down. We are more powerful because we've continued to recruit new members and develop new stewards so we have experienced workplace advocates in a post-Janus era.

We are more powerful today because a record number of members actively participated in the gubernatorial and legislative elections that had implications for our workforce. We've achieved political strength and legislative successes, launched MAPE's political and organizing councils and maintained financial stability post-Janus.

MAPE members do amazing work as you contribute to the quality of life here in Minnesota. I am proud to stand with you as we continue to build a more powerful union. Here's to all that we have accomplished this year and to an even brighter year ahead.

In solidarity,



Lina Jamoul
MAPE Executive Director



CONTRACT CAMPAIGN BREAKS NEW GROUND

MAPE had the most innovative and engaging contract campaign in our history. From the very beginning, member engagement and involvement were central to our process. Nearly 2,500 members participated in 130 listening sessions across the state, more than 5,500 filled out the bargaining survey and more than 700 sent individual negotiations suggestions to the Negotiations Team.

We formed contract action teams in agencies across the state and continued to engage with members throughout the process. We used social media and Facebook videos to show what was happening in negotiations in real time. We also held tele-town halls to report on significant developments in bargaining.

Nearly 300 members packed the room of our first bargaining session to hear members tell their stories directly to Minnesota Management and Budget Commissioner Myron Frans and his team last spring in St. Paul. We continued throughout the process to bring members to the bargaining table

to tell their stories: the need for competitive pay and affordable healthcare for state employees, student debt, the plight of temporary unclassified employees, needed improvements to the bereavement and sick leave policies, expansion of phased retirement, necessary career mapping and more.

All of this mattered. Nearly all of our biggest gains in the contract connect back to MAPE members coming to the table to tell their stories directly to the other side. The state's bargaining team was very aware that 15,000 MAPE employees were watching them. We gained leverage in critical moments by making clear we were prepared to let our members know what was being said and done at the bargaining table.

MAPE is building a model of negotiations that will lead to more success in the years to come. The depth and breadth of member engagement translated into a record number of new members joining the union after we reached a tentative agreement.



AGENCY TEAMS KEY TO BARGAINING WINS

We learned from our member survey that the agency where a member works is the biggest factor in determining one's experience at work. MAPE took many new approaches to bargaining this year, including building the popular agency teams to launch agency-based actions around the state.

The agency teams are comprised of members from the meet and confer and supplemental bargaining teams. Hundreds of members learned to identify issues, perform power analyses and plan actions to strengthen both supplemental and contract bargaining.

The Dept. of Human Services team took up the issues of fair scheduling, safety and student loan debt. Employees collected video testimonials about the impact scheduling has on client care to share with management. Officials agreed to expand the student loan reimbursement program but work still needs to be done on the other issues.

The Dept. of Revenue team hosted more than 160 members and the commissioner at a student loan debt forum. The team has a verbal commitment from senior management to continue to work to implement a student loan repayment program through meet and confer negotiations.

Members at the Dept. of Education determined that scheduling and teleworking; equity, diversity and inclusion; and professional development were issues that needed to be addressed at their agency. The commissioner joined more than 100 members at a MAPE forum to discuss these issues, and management agreed to move forward on them during supplemental bargaining negotiations.

The MNIT agency team continues to address its agency's improper use of the temporary unclassified employee designation. The team briefed MAPE negotiators on this issue and spoke directly to management and at rallies about the challenges of working under this designation. Through bargaining, we secured language giving these employees a 14-day notice when their appointments were being changed.

The Minnesota State team addressed the agency's use of unclassified employees and held a week of action at colleges around the state. Members are still working on the issue.

We are continuing to build power by listening to members, strengthening local agency teams and offering multiple opportunities for action and recruiting new members.



CONTRACT REPRESENTATION MEANS POWER AT WORK

MAPE's power and visibility in the workplace depends on our representational teams working together and supporting our stewards as the first point of contact with our members. This allows our stewards to be viewed as the leaders they are, both with their co-workers and management.

Stewards have had many enforcement victories over the past year, including an \$80,000 settlement for a member in Region 14. In Region 19, stewards testified in a termination case regarding the intent of contract language and discovery of discrepancies in the investigation which led to overturning the termination and the member winning his job back with pay. Stewards in Regions 2 and 21 were consistently able to negotiate and reach agreements with management to address disciplinary actions against members, including multiple day suspensions and discharges. In Region 9, a discharge was settled to a resignation and two grievances were overturned in Region 17.

Ongoing steward development in multiple areas of the contract is occurring across the state. The enforcement team released a new training video for stewards on non-exempt and exempt contract language following the investigative cheat sheet. Additional resources include an online grievance form that allows stewards to file their own grievances, short videos that stewards can share with their members and a one-page trainer for meetings where we have a right to be present.

Basic and Advanced Steward trainings are regularly scheduled at the MAPE building and at the local level to encourage more participation and to focus on specific sites and locals. In addition, plans are underway for MAPE's first-ever Steward Summit on Oct. 25.

Chief Stewards by Region

- 1 Jed Becher**
- 2 Wanda Fortune-Stiffin**
- 3 William Dunn**
- 4 Theodore Snaza**
- 5 Maureen Dunaway**
- 7 Ellena Schoop**
- 8 Teresa Chapman**
- 9 James Roettger**
- 10 Alex Migambi**
- 11 Cindy Kolodziejki**
- 12 Marlijn Hoogendoorn**
- 13 Angela Halseth**
- 14 Eva Peterson**
- 15 Bryan Kotta**
- 16 Leonard Skillings**
- 17 Rosee Holte**
- 18 Kirsten Peterson**
- 20 Kay Pedretti**
- 21 Geraldine Cachuela**

INCREASING OUR POLITICAL STRENGTH

Over the past year, MAPE increased its political strength at the legislature and the ballot box. MAPE's Political Action Committee unanimously endorsed Tim Walz for governor, making MAPE one of the largest unions to do so early on. We worked to successfully elect pro-labor candidates to every statewide constitutional office and flipped 18 seats in the House of Representatives.

MAPE was recognized by the AFL-CIO and St. Paul Labor Federation for our work in the Labor 2018 program as one of the few unions to complete its door knocking shift goals across the state. Seven MAPE members ran for office from school board to the state House of Representatives. Former Local 301 President Anne Claflin won the Minnesota House seat in District 54A and Sam Sant is now a member of the Robbinsdale School Board. Sant credits MAPE for his election bid, "I've gained a lot from MAPE - learning to organize helped to encourage me to run for public office."

The pro-labor majority in the House proposed a sweeping working families'

agenda. Highlights included expanding tax deductions on student loans and unreimbursed employee expenses, a Paid Family and Medical Leave program for all Minnesotans, stiffening penalties for wage theft, the OneCare Minnesota health care plan, ratification of the Equal Rights Amendment and statutory language that would ensure state employees receive back pay in the event of a government shutdown. The Senate Republicans stopped many of these proposals from becoming law.

A deal was struck on wage theft penalties and the repeal of the sunset of the healthcare provider tax, which funds healthcare for 1.2 million vulnerable Minnesotans. We also saw movement on increased security staff for correctional facilities following the increase in violence at locations across the state.

Ultimately, many of our legislative successes were largely what did not make it into the final agreement. With our House and executive branch partners, we fought off changes to the contract approval process, prevented IT outsourcing and agency fulltime employee caps and won most of the agencies' operating adjustments.



NEW POLITICAL AND ORGANIZING COUNCILS

Dr. Martin Luther King, Jr. believed we need to agitate, organize, legislate and vote to make social and economic progress for everyone. MAPE's restructure includes two new statewide organizations: the Political Council and the Organizing Council. Following the 2017 Delegate Assembly, MAPE began planning a governing restructure that would better support the union's strategic plan, develop leaders, build diversity and make the union more adaptable. As a result, the Political Council and the Organizing Council were developed and approved at the 2018 Delegate Assembly.

The new councils provide an opportunity for more democracy within MAPE's structure, spreading power and advancement to members interested in leadership roles. The goal of the committees is to build MAPE's member power in every corner of the state. If we want a more responsive legislature, better contracts and better membership recruitment, MAPE needs to reach every member person-to-person.

The Organizing Council's Leadership 2020 plan is designed to build the infrastructure we need across Minnesota, based on the basic principle of one leader for every 20 members. The Organizing Council will be recruiting cohorts and leaders in every single local to be trained and mentored as organizing captains, and these captains in turn will build their own 20:1 teams.

The goal of the Political Council is to increase member political participation and capacity through campaign and legislative actions. Over the next several months, the council will organize in-district legislative meetings with a list of state elected officials, as well as engage with MAPE members in local listening sessions to start talking more openly about politics and begin addressing barriers to member political participation.

With a permanent statewide infrastructure in place, MAPE will have few limits. If an agency has a crisis and needs members across the state to participate in an action, we can use our structure to reach them all quickly. If we need to find people to meet with a legislator, we don't have to rely on mass emails or cold calls because the connections will be in place. When we need to show our strength in contract negotiations, we'll be able to organize actions across the state that show our united power.

Council Members

Organizing	Political
Sarah Evans	Cathleen Cotter
Dyan Brainard	Jason Broberg
Kristine Moody	Megan Dayton
Kirsten Peterson	John Ferrara
Lauren Siegel	Jessica Garcia
Macarre Traynham	Nicole Juan
	Monica Weber

FINANCIAL SUSTAINABILITY

In 2019, MAPE can proudly boast of its highest membership ever: 11,259 members or 73.4 percent. Additional members have increased our revenue by more than \$140,000.

MAPE remains financially strong in the wake of the 2018 Janus vs AFSCME decision because increasing membership remained a union priority and MAPE's Board of Directors made responsible and thoughtful budget reductions and operational changes.

MAPE's 2019 budget, approved by the 2018 Delegate Assembly, reflected the need to reduce expenditures while maintaining high levels of service. We are better structured to increase our membership by delivering on our commitments and better leveraging our human assets. So far in 2019, MAPE is again running a budgetary surplus with dues revenues exceeding expenses. Clearly, the Board's financial decisions and actions have had the desired effects.



MAPE By the Numbers

Current membership
73.4%

Number of members
11,259

New members signed in
past year
1,542

Members participating
in survey
5,600

Members participating
in statewide
listening sessions
2,500

Election 2018 shifts
+900