



Dear friends,

Thank you for being part of the journey to MAPE's 2019-2021 contract tentative agreement (TA). We did it. MAPE's bargaining team, made up of elected members, has been negotiating with the state for three months. Our proposals were built based on feedback from listening sessions we had with 2,500 members in 130 worksites, surveys and input forms. Our negotiations were rooted in your stories, hopes for the workplace and your involvement. The bargaining team fought to address the recruitment and retention crisis in the state workforce so that we continue to attract and retain a high-quality, professional workforce that can provide vital public services to all Minnesotans.

You can find all the details of the TA on the website and at contract information meetings: <https://mape.org/2019-2021-contract-info>

Highlights of the agreement include 2.25 percent and 2.5 percent across-the-board wage increase, step increases of 3.5 percent for eligible employees, student loan reimbursements, phased retirement and bereavement leave.

We will be hosting local contract information meetings all over the state to go through the agreement and answer any questions. I hope you can find the time to attend a meeting and gain insight into our negotiations journey and add your voice to the process. A list of all dates, times and locations are found on our [website](#).

On the website you can also find a letter from our amazing co-chairs of the Negotiations Committee, Lynn Butcher and Maggie Dreon, a summary of all the changes we negotiated and a voter booklet.

Our work is not over. We need you. If you're not a member, please join so you can vote on this agreement that impacts your life. If you are a member, get involved. We are stronger together. If we want to continue negotiating collectively for wage increases, continue fighting off the attacks on our healthcare and continue having a voice in the decisions of state agencies and the legislature, we need to stick together.

Please thank your negotiations representative. They represented you fiercely and worked tirelessly on your behalf.

Solidarity,  
Lina Jamoul  
MAPE Executive Director