**Local 301 Membership Meeting**

**Tuesday, January 11 2022, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by Local 301 President Nagle**

**Attendees: 85**

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

* Brett introduced himself and thanked everyone for coming to the meeting. Brett welcomed members to unmute or write in the chat if they have any questions/comments. Brett uses he/him pronouns and is a fish biologist in biological monitoring at the MPCA. Brett volunteers with MAPE Local 301 and currently is serving as the president.
* Local Presidents have a meeting every month. Chuck Krueger (Local 301 Membership Secretary) attended the last meeting. There was an update from Lauren Siegel who helped organize the member recruitment event that was held last month. At the event, MAPE reached out to non-members and got about 90 new members. MAPE members spent the day on the phone having conversations w/ folks about union memberships. We will likely see more events like this in the future.
* The MPCA Meet and Confer Committee will meet w/ the new Commissioner and team later this week. We will discuss the new social media policy, vacancy/hiring, and COVID updates.
* COVID – There is a new masking policy. There are many different views on what is safe. Keep in mind what is best for you and your family. Reach out if you have any concerns/questions.
* Back pay was on our 12/17/21 paychecks. New rate of pay with the cost of living adjustment (COLA) is more apparent on the upcoming 1/14/22 paychecks. W-2s are available as well.
* Local 301's Executive Team:
  + President: Brett Nagle
  + Regional Director: Mark Snyder
  + Vice President: Shanna Schmitt
  + Treasurer: Anne Morris
  + Membership Secretary: Chuck Krueger
  + Secretary: Rachel Olmanson

**Local 301 Donations for 2022, Anne Morris, Local 301 Treasurer**

* $500 per nonprofit/month. The Executive Team came up with a list – first set of donations will be to Tubman (provides services, shelter and support to individuals in the aftermath of trauma), North Point Health and Wellness (multi-specialty medical, dental, mental health and human service agency in N Minneapolis), Avenues for Youth (partners with youth experiencing homelessness), Meals on Wheels (delivering meals at home to seniors and individuals living with disabilities)
* The second set of donations will go to People Serving People (comprehensive emergency shelter for families experiencing homelessness), Minnehaha Food Shelf (serving meals and distributing food), Open Arms MN (cooks and delivers free, nutritious meals to people living with life-threatening illnesses in the Twin Cities), Every Meal (formerly Sheridan Story, comprehensive emergency shelter for families experiencing homelessness), 360 Communities (providing hope and support to individuals through a network of food shelves, domestic violence shelters, and resource centers), Animal Humane Society (animal welfare organization), and Second Harvest Heartland (helping hungry neighbors find their next meal)
* There is a large focus on food shelves and many of the food shelves support folks in the metro area in different ways. We're excited about sending these checks out each month. Anne thanked everyone for their hard work and participation.
* Brett made a motion to vote on the list of organizations. Moved to adopt list of twelve organizations, funds were already authorized last month. Motion was seconded by Mark Snyder. Membership voted – all in favor (everyone said aye), all opposed – nay (none).
* We'll highlight each one of these groups each month.

**Lead Steward Update – Kristin Kirchoff-Franklin, Lead steward**

* Contact information for Local 301 steward is here: <https://mape.org/locals/301>. If you want to know your exemption status reach out to a steward.
* We'll talk about exempt/non-exempt today. Pete Marincel (MAPE Business Agent) and Barb Peichel (MAPE steward) put this presentation together for a BWSR statewide discussion. There are a lot of exempt folks in BWSR.
* Under the Fair Labor Standards Act (FLSA). Normal work period is 40 hours of work during seven consecutive days
* Non-exempt – with supervisory approval, employees may adjust or exchange extra hours w/in the same work week.
* Exempt: with supervisory approval, excess. Balancing hours is specifically for exempt employees
* Non-exempt – hours worked in excess of 40 hours in a week are overtime hours at a rate of time-and-a-half unless there is an agreement to have a comp bank.
* Exempt – employees may receive overtime.
* Non-exempt – all paid time off is not considered time worked overtime unless you are paid lower than the salary range of 7L.
* Exempt: all paid time off shall be considered time worked and counted toward hours over 80.
* Comp tanks can be limited to 120 hours. Liquidation is agency specific, if you have questions please reach out to a steward or HR department.
* Non-exempt/exempt – these terms refer to whether an employee is covered.
* FLSA – federal law passed in 1938 after a 50+ year battle to establish limits on a work week. Covers overtime, minimum wage, and child labor. Has been amended over 20 times since it was passed.
* Exemption is determined by a series of test under the law: a salary threshold, executive test, admin test, professional test, outside sales test, and computer test.
* FLSA sets a floor for non-exempt people, not a ceiling.
* More protection as non-exempt, and covered by FLSA.
* Non-exempt employees should not work over 40 hours in a week unless authorized as overtime. Workload meet and confers are an option if workload is making it hard to stay w/in 40 or 80.
* See MAPE Contract – Article 27: Hours of Work and Overtime for more information.
* Department of Labor also has resources for exempt employees.
* Reach out to a MAPE steward to get your exemption status. Should be on your hiring memo.
* Shanna Schmitt asked about compressed days off. Kristin responded that the work week starts in the middle of your non-flex day and ends the middle of your flex day. It depends on what your work week is.
* 194/500 people in our local are exempt.
* Chuck Krueger asked if it beneficial to be exempt? Kristin explained that there are benefits to being exempt, like you can balance your time. There are benefits to both. Pete Marincel – more protections being non-exempt, but more flexibility being exempt. More chance of work-load creep for non-exempt folks.
* The Subcommittee on Employee Relations (SER) missed the deadline to vote on the MOU related to COVID sick time. MAPE central is meeting w/ MMB today, the MOU will likely go into effect tomorrow. Hope there is a union wide update w/in the next day or so.
* If you are non-exempt and being asked to work overtime without pay that is a problem – talk to a steward if you experience this.

**Labor Management Committee Update, Bill Dunn**

* The Labor Management Committee meets monthly with all the unions and management. It's been going well. Bill gave a shout out to Mona Wong and Kevin McDonald. MMA has started to use their union voice. The LMC coordinates well w/ AFSCME. Please consider being a member.
* Discussed social Media Policy. The MPCA asked LMC for comments on the policy. They didn't bring the policy to Meet and Confer or LMC previously.
* Parking at 520 Lafayette. If you are coming in for 10 minutes you can park in the visitor lot and if it is more than 10 minutes you are not allowed to park here.

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

* The Board of Directors (BOD) did not hold a regular meeting for December.
* There was a brief meeting on Dec. 23rd to approve additional funding for Business Agent hires. We now have three new business agents joining MAPE staff. This is great news. It will help out MAPE staff a lot.
* Todd Make (Statewide Treasurer) was hired to take over for Paul Schweizer as Operations Director. MAPE will need to find a new Statewide Treasurer.
* Suzanna Al-Kayali was hired as the new Executive Assistant to provide administrative support to the Statewide President, Executive Committee and Executive Director.
* At the Local President's meeting President Dayton said that the Board would appoint a new Statewide Treasurer.
* Pete Marincel – smaller turf chunks for Business Agents will be good. Have been expanding horizons as a group. A lot more Meet and Confer Committees now. Good investment in supporting the union.
* Feel free to email Mark w/ questions/comments: mark.snyder@state.mn.us

**Membership Update and Drawing, Chuck Krueger, Membership Secretary**

* Gift card winners, if you show up to the monthly meeting we raffle off three gift cards to union friendly businesses each month. You can win once/calendar year. The gift cards are for Afro Deli, Moon Palace Books, I Like You, Birch Bark Books, and Bootstrap Coffee. In the past we have gotten gift cards from Black Garnet Books, which is now opening a book store in Midway. Colleen Henzel, Jene…., Andrew Nichols
* New member introductions:
  + Yasmine Robinson – has been w/ EQB for about 3 months. From MN originally, but have lived in NY the last 10 years working in planning. Was in the union in NY, but it was a lot different. Really excited to be involved here. MAPE seems really engaged and everyone seems really nice.
  + Matt Mulliner: work at MPCA in Communications department in the Duluth office, travel down to St. Paul occasionally. Excited to support a cause I believe in. Never been in a union, and this attracted me to the position.
  + Kaity Taylor: hired by MPCA in November. In watershed division out of St. Paul office. Worked in private consulting world for past 5 years. Excited to continue work with a better work life balance. Have never been in a union, but grew up in a household w/ parents.
  + Alexis Factor- fifth week at MPCA in HR as training development specialist. Excited to be here. Prior to MPCA was working w/ Tribal Nations in HR. It has been awhile since exposed to a union. Excited to get involved again. She'll be running NEO at MPCA. Feb. 24 and March 17. MAPE will have a component at the NEO.

**Open Discussion**

* Masking requirements: will agencies be responsible to provide PPE (personal protective equipment)? Right now the answer is no. If you need PPE for the field, then yes, but not for masking in the office.
* Claudia Hochstein, Chair of MPCA Meet and Confer Committee. It's a great way to get more to learn more what we can do outside of contract, and about organizing. If you're interested feel free to call, or chat me any time. Particularly interested in having more regional folks.

**Meeting adjourned at 12:51 pm by President Nagle**

**Next meeting February 8th at noon**