

**Thursday, July 20, 2023. 11:30 a.m. to 12:30 noon**

**brief UPDATES**

* **Previous local meeting notes** [**https://mape.org/locals/1001**](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fmape.org%2Flocals%2F1001&data=05%7C01%7Ckent.barnard%40state.mn.us%7C4b4a01c29bc94c95dbfd08db24bcb858%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638144165184145974%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=ac%2B3JihL7PW4mc3lB5ROkXKSTGRbS7SjgRs9d9kNDUQ%3D&reserved=0)
* **TENTATIVE CONTRACT UPDATE, Q&A – Axelina Swenson, Dan Engelhart**
  + TA Meeting toolkit: <https://mape.org/TAtoolkit>
  + Overview of TA: <https://mape.org/sites/default/files/files/2023_contract_ta_info_meeting_ppt_1.pdf>
  + Reach out to Stewards, Axelina, Dan, Kent, Jim, Shannon, or Mike if you have questions on the contract
  + Region 10 had most proposals for the contract, and the collaboration made a big difference to hear our voices heard
  + Victories/gains:
    - 5.5% and 4.5% annual wage gains (same as AFSCME)
      * Highest annual increase that we’ve had at MAPE, and also we were asking for more
    - Flexible workplace, affordable and quality healthcare
    - Correctional Employee Retirement Plan (CERP) will now have healthcare retirement parity with other unions
    - Gains in the areas of temporary unclassified, meal reimbursements, length of service credit and more
    - Student loan reimbursement is new permanent (now we’ll be working to make it permanent)
    - Fought back against bad management proposals
  + Approval process
    - Non-members must join by August 4 to vote on TA
    - Dues-paying members vote on TA Aug. 11-17. Will receive a link
    - Results of TA Vote announced Aug. 18.
    - If members **vote to approve the TA**, the contract will be ratified and automatically implemented.
    - If members **vote down the TA**, it authorizes a strike and empowers the Board to set a strike date.
  + Need to pay attention from vacancies and track those. Lots of new positions from the legislature.
  + So what will be the procedure for vacation re-evaluation?
    - It’s discretionary so we do fully know
  + Has there ever been talk about MAPE being able to convert vacation time to Deferred Comp like MMA and Managerial and Commissioners has?
    - Yes there has been talk about Vacation to deferred compensation, but that was not proposed as part of our language.
  + If TA is voted down and we go back to the table/strike could we get less than the 5.5/4.5%?
    - It’s possible. State put out proposals as part of a package. The state would say they are starting from scratch and we’d say we are starting from the TA, so it would depend on how much power we have and can show. Rejection of the contract could authorize a strike by the board, but depending on what the contract vote looks like there could be another vote specifically on the strike.
  + Would the AFSCME pay agreement still stop more than the 5.5/4.5%
    - Our contracts aren’t tied but there is some correlation related to optics and politics. Not sure when the AFSCME vote is happening.
  + For the vacation accruals, how long does the Agency have to respond to submissions?
    - No language on This is not retroactive, but we will make application that when you put in application you should get accruals.
* **FOR INFORMATION ONLY: BOARD OF DIRECTORS’ UPDATE - Jackie Blagsvedt (unable to attend)**
  + Board meets Friday to vote on whether to approve the tentative agreement and pass it on to the general membership for a vote. (MAPE-represented employees must be a member by Aug. 4 to vote on the contract!)
  + **Union dues restructuring**: Review results of a recent survey
  + **Long-term restructure of Regions/Locals:** Freeze on reassigning locals/regions due to physical moves. Discuss how to reassign regions.
* **NEW BUSINESS**

**Next meeting: Thursday, August 17, 2023. 11:30 a.m. to 12:30 pm**