

MAPE Local 101 Member Meeting

July 8, 2025, 12:05pm

MAPE [Local 101 officers, news, and minutes](#)

[Current MAPE Contract](#)

Total attendance: 144 virtual plus at least 25 more in-person

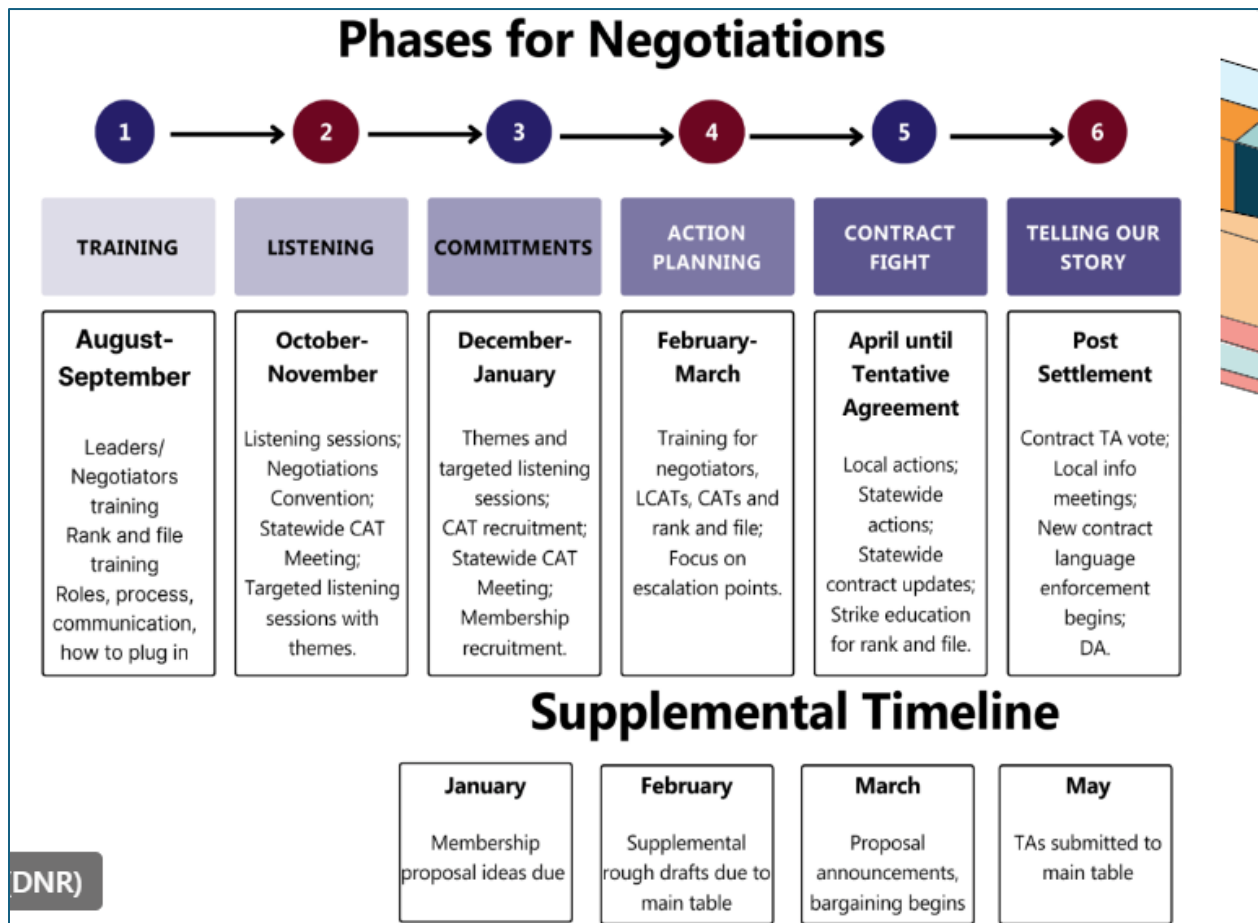
Announcements

- There is a tentative agreement from negotiations, there will be a vote in early August
 - To participate in the vote, you will need [to be a member](#) by July 25th
 - A “Yes” vote ratifies the contract
 - A “No” vote would mean members authorize a strike
 - The MAPE Board would then decide how to proceed with a strike.
- Local 101 will schedule two additional listening sessions/town halls between now and the vote look for those when they come
- [MAPE Basics Training](#) July 24th 12pm-1pm
- [Basic Steward Training](#) August 15th 8:30am to 5pm, contact a [101 steward](#) for details.

Agenda

1. Membership update
 - a. 68% membership for local 101 (555 members, 261 non-members)
2. Social events - Recruitment Happy Hour, July 23 St. Paul Brewing, 4:30-6pm 7/23
3. Meet & Confer recruitment lunch at DLI
 - a. DLI M&C recruitment: lunch grab and learn, Thurs 7/10 11:30-12:30; if you’ve been fired up about this contract push and want to get more involved, M&C is a great opportunity.
 - b. New DLI Meet & Confer chair – Michael McCauley
 - c. Focused on student loans and RTO. Heard effectively student loan is not happening at DLI at this time (no budget).
 - d. Work on what we need more of or want agency to stop doing/change. Need to hear from people what those things are, and sometimes need people to organize around them.
4. DNR Meet & Confer update and vacation accrual

- a. If you benefited from the lump sum vacation accrual in FY25. Make sure you hit the minimum vacation hours so you don't lose accrued time. Reach out to a steward if you have questions about your vacation.
5. Business Agent update
 - a. When we make an ask (sign petition, hear from you on this survey), we can make the best arguments, but need to show up with numbers to have power. This year is the most we've talked about a strike.
 - b. Made major strides in bargaining with working with AFSCME.
 - c. MAPE is largest independent and member-run union. Important to be engaged and active. 12K/18K are members in bargaining unit. Keeping that CAT structure ongoing so we can mobilize and organize around issues. Stepping outside comfort zone, reaching folks outside of this meeting, higher our membership % the more power we have, at bargaining table, M&C, and everything else.
6. Tentative agreement update – Region 1 negotiator Bobby Boos



2025 NEGOTIATIONS SCHEDULE

- Feb 13-14: In-Person Bargaining Team Meetings
 - SEGIPW
 - Proposal Training
 - Review issue Workshops
 - Vote on Number of Proposals and Ranking Proposals
 - Strategy Development
- Feb 18: Survey goes out
- Feb 25: Supplemental Proposals
- Feb. 27-28: In-Person Team Meetings
 - Bargaining Training
 - Review Supplemental Proposals
 - Strike Education
 - Review of Data Request (if ready)
 - SEGIP Proposals
- March 4: SEGIP Union Caucus
- March 6: LOBBY DAY
- March 13-14: Bargaining Team Meetings
 - Escalation Plan Check-In
 - News Training Planning
 - Review Survey Data
 - Technical Proposal Review
 - Storytelling Training
 - Review Wage equity requests
- March 25: SEGIP Union Caucus
- March 27-28: Bargaining Team Meetings
- April 15-16: Start of across the table
- April 23: SEGIP Financial Presentation
- April 30: SEGIP Bargaining Day 1
- May 5-6: Table Bargaining
- May 8: SEGIP Bargaining Day 2
- May 13: SEGIP Bargaining Day 3
- May 16: Table Bargaining
- May 20-21: SEGIP Bargaining Days 4-5
- May 22: Table Bargaining
- May 29: SEGIP Bargaining
- June 3-4: Table Bargaining
- June 23-27: Push Week



Bobby: It's been a long process (all year). Thank you to everyone who showed up in any form to help us push back!

WHAT MMB TRIED TO DO



- Shift \$2,500-\$4,500 in annual health care costs onto members
- Offer 0.5% ATB wage increase per year (1% total over two years)
- Eliminate Paid Parental Leave
- Eliminate step increases

WHAT MAPE SECURED

Fought back the most aggressive health care cost increase in recent years

- Saved members with families \$4,500 and individuals \$2,500.
- Premiums are set to go up 17% next year. Non-negotiable increase, and these hikes are a nationwide trend. State agencies pay 88% of those costs – unheard of in the private sector.
- That 17% increase does not mean 17% of your salary. 2026 premium increase for a family will be \$582 (\$22.38/pay period) and an additional \$85 (\$3.27/pay period) for a single employee.
- Increase in orthodontia lifetime max to \$3,200.

WHAT MAPE SECURED

Secured 3.25% across-the-board increases over contract term (1.5% year 1, 1.75% year 2)

- MMB offered us a measly 1% wage increase over two years (0.5% year 1, 0.5% year 2); in more than one proposal, MMB offered 0% - 0%
- Yes, we all wish it were higher, but this was not the year
- We refused to let MMB freeze step increases

ADDITIONAL WINS

- Doubled the employer's deferred compensation match
- Reduced probationary periods for previously unclassified employees from 90 days to 30 days
- Clarified and expanded language around balancing hours for exempt employees
- Increased the Chaplain's housing allowance
- Reserved rights to negotiate the use of AI in the workplace
- Forced management to provide notice when an investigation is closed
- Expanding right to demand removal of Letters of Expectation in employee file

WHAT MAPE SECURED

Protected health care, delivered wage increases, maintain step increases and builds telework protections.

- Fought back the most aggressive health care cost increase in recent years
- Secured 3.25% across-the-board increases over contract term (1.5% year 1, 1.75% year 2)
- Protected Paid Parental Leave
- Stronger telework protection; 21-day notice requirement for changes to telework schedules (up from 14 days). This is a building block that offers more stability and predictability.

WHAT'S NEXT? THE CONTRACT VOTE

- Contract vote
- You must be a MAPE member by July 25 to vote on the Tentative Agreement.
- Ballots will be emailed by BigPulse on Aug. 1
- Voting will be open until Aug. 7.
- Results will be posted Aug. 8.

Bobby: What are you willing to do? How far, how deep, how wide are you willing to go? Vote your conscience. What are you will to do next?

7. Member comments

- a. Alexis L.: Bobby did a great job. ATBs do cover health insurance increase, but that's not the only thing increasing in price (federal bill changes, increasing energy costs).
 - b. Claudia: The MAPE Board voted 18-5 yes to recommend approving the TA. People voting no did so b/c they heard from their members. Three of the votes came from PAC head, membership secretary – to make clear that a no vote is not necessarily a bad thing, best case would be to have a 51% acceptance -- makes statement that this was barely enough for us, but if you keep messing with us you're getting into strike territory. No one is trying to tell you to vote yes.
 - c. Claudia: Making waves on RTO – how can we? We can still organize around this like any other policy. We know who our target is. BAs are working with member leaders to develop a plan, since it didn't work to negotiate for telework.
 - d. Eric Swiggum: Curious about classifications and pay ranges.
 - i. Claudia: We have some power over that. At MPCA certain job class pushed at Meet & Confer and got it reassigned upward from 5L to 7L.
 - e. Claudia: It's about power, we got to where we are right now by putting faces to the people who would be harmed, and by showing up in bigger ways than we have before. We only have 66% membership across MAPE (so 33% might cross the picket line). We still have a lot of work to do.
8. Claudia: If you're looking for a good way to get involved with MAPE – Solidarity Summer, coalition workgroup with other unions. Doing 4 call nights to ask two questions about what federal situation means for our members. Reach out to Claudia to learn more and get involved.