

Local 301 Membership Meeting

Date/Time: Tuesday Aug 12, 2025, 12:05 pm

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 President: Quinn Carr

Attendees: 166

1. Introductions and welcome everyone to the meeting

- Local 301's Executive Team:
 - President: Quinn Carr
 - Regional Director: Mark Snyder
 - Vice President: Leya Charles
 - Treasurer: Amanda Swanson
 - Membership Secretary: Andrew Carollo
 - Secretary: Michelle Belmont
 - Regional Steward Director: Anne Claflin
 - Chat Monitor this month: Joseph Bozarth / Emma Tschann

2. Announcements

- Regular reminders about updating us of life events and to join the Discord group
- **Upcoming Events**
 - Join us for FOOD: Tuesday, August 19 @ NOON - Lower Level Conf Room
- Amanda Swanson is appointed as new Local Treasurer, and will be added as a signatory on the Affinity Local 301 checkbook account.
 - Quinn & Leya will remain as signatory on the checking account as the President and VP.

3. Tentative Agreement Update

- Results are in - 79% yes and 21% no.
- The agreement is now ratified and retroactive pay for the across-the-board increase should arrive in 4-6 weeks.
 - Note: this is not a “cost of living” increase, nor does it match inflation.

3. RTO Updates

- Email from 8/6 provides information on completing an RTO appeal
 - Our concerns and opinions on this mandate should be known and documented. Filing an appeal is an official way to have your opinion become a data point.
 - MAPE represented staff have a contractual right to Appeal a change to their telework arrangement within 30 days of the change.
 - An appeal allows us to fight for the best case scenario for each individual within the current policy. It is the employee's choice if they would like to appeal and have a steward present.
 - **Upcoming RTO training for PCA St Paul office planned for September 3rd - invite to be sent soon.**
- Question:
 - "The appeal process is still a bit confusing to me, a more "real life" step-by-step example would be helpful"
 - Please attend the upcoming PCA training!
 - So, MNIT folks...does that mean we missed the appeal window? Just asking.
 - Chris Butler: "Uh good question. I think so given that we returned but I can't be sure off the top of my head for mnit@agency teams given that they are based out of the agencies they are embedded with." – "As I understand it since we are MNIT we have missed the window for the telework appeal at least from an organization level given that we are independent from the PCA, BWSR, DEED etc."
 - Kaity Taylor: "depends on how long ago you got a new telework acknowledgement form"
 - Joseph Bozarth: "MNIT had to fill ours out a month or so ago"
 - Does the union have contract vote total data broken out by local? I'm guessing not due to concerns about ballot secrecy and union solidarity but it seems like it could be useful data.
 - Naveen Borojerdi: "From what I understand, the option is not available to break down the data into different regions"
 - Mark Snyder: "We asked about that at the last board of directors meeting and it was unfortunately not part of the contract with the vendor that does our balloting."

5. Membership Committee Update

- Andrew Carollo, Chair (andrew.carollo@state.mn.us)
- 438 members, 78% members, 125 non-members
- Get your MAPE swag from Andrew Carollo
- We are 13 members away from 80%

4. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
 - Jen Crea (MNIT)
 - Barb Peichel (BWSR)
 - Mark Snyder (MPCA)
 - Melissa Wenzel (MPCA)
 - Steven Speltz (MPCA)
- Join the stewards! [Training opportunities](#)
 - **Beginner: Aug 15, Oct 24**
 - **Advanced: June 13th, Dec 12th**
 - **Contract Training: May 30th, Nov 14th**
 - Lost time is paid by MAPE, if vacation time is used to attend.
 - <https://mape.org/resources/training/classes>
- Stewarding: how to help your coworkers, how to work with supervisors, how to position yourself well and advocate for yourself, and any other contract issues.
- RTO and Accommodation request meetings, you can ask a steward to join you!
- **Performance Reviews Upcoming**
 - Request to appeal your review is a 30 day window from your review date
 - You have the right to attach comments: use the employee comments section if you disagree with any of it. It helps with appeals and other actions that you didn't just "agree" without notice of disagreement.
 - Always keep a copy of that performance review for your own records.
 - Reach out to a Steward with questions and concerns!
- Questions
 - Do we have a sense of how many people have accommodations? I ask because I learned that there is an intent to no longer keep the blue lot as an option for parking, which impacts teleworkers that may need to come in occasionally, those who do the carpool program and guaranteed ride home, etc. I'm concerned about where everyone can park when they don't have a contract and won't have the blue lot as an option.
 - Labor Management Committee can take this issue on.
 - In our last PCA Ops meeting, they said the blue lot was going away and would no longer be a parking option. I'm worried about this for teleworkers and others that use this lot.
 - Blue Lot is going away.

- Guaranteed Ride Home program: Free Access to the back lot will be allowed for the same 4/month. Same process to inform Lafayette Parking Security that you are using it.
- Without that, street parking is available. Teleworkers do not seem eligible. all the teleworkers are "visiting the office" now
- The backlot also has a punch card system.
- Blue lot done at the end of August for staff parking
- Lorax:
 - <https://lorax.pca.state.mn.us/our-community/sustainability-at-the-mpca/transportation-options>
- Melissa Wenzel:
 - Sustainability team and sustainable transit team are just learning about this now
 - Will find out more information and report back
 - Carla Inderrieden original reporter
- Has anyone checked if we have enough bathrooms for the influx of people?
 - access to gender-neutral (/accessible) stalls is already significantly reduced and we're not even into Sept yet...

Board of Directors Update

- Board of Directors last met on Thur-Fri July 24-25
 - Authorized funding for Civic Engagement Officer training
 - Authorized funding for new member database to replace UnionWare
- Proposed 2026 MAPE Budget
 - 12,122 members (65.6% of bargaining unit)
 - Proposing cap at \$34.50 (a \$0.50 increase)
 - Feel free to send questions to Mark Snyder.
- Upcoming meeting Aug 22
 - Preparing for delegate assembly
 - The presentation from the MAPE Budget Forum last week for anyone interested - <https://mapeonline.sharepoint.com/:p:/s/FinanceWorkgroup/EdULxTVbhddNICVAMpHe3tUBDbvSNGfrsbghjfnTmd6Eww?e=G8KXfe>

5. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- Meet and Confer - Sept 11, 1-3pm
 - Working collaboratively with other agencies that report to Lafayette Park regarding safety concerns
 - RTO rollout at StP and Duluth (flexibility, equipment concerns, etc)
 - Accommodation request backlog
 - More folks on the committee and Subject Matter Experts wanted
 - Meet and Confer election this fall

6. BWSR Meet & Confer Update

- Melissa King, chair
- Vacancies exist on team, if anyone in BWSR would like to join!
 - HR Support and communication while HR Director is vacant
 - ADA Requests Procedures and Staff Training
 - Employee safety concerns
 - Employee Parking concerns
- **Next meeting with leadership is scheduled for 9/22**

7. MNIT Meet and Confer Team

- Andi Morris, Chair
- Chris Butler, 301
 - Employees in a non-bordering state are therefore not exempt from the new telework policy (50% in office). Hoping to be able to come to an agreement on at least the folks who were working out of state as an ADA accommodation.
 - Regular meetings with Labor Relations to stay ahead of MNIT layoffs.

8. MPCA Labor Management Committee - Kurt Carlson

- Kurt Carlson (Duluth) / Cindy Osborn (Duluth) / Kaity Taylor (StP)
- <https://lorax.pca.state.mn.us/operations/labor-management-committee>
- Vacancies exist on team, if anyone would like to join!
- Last meeting was Aug 6.
 - RTO Tracking, spreadsheet entry for supervisors, and flexibility surrounding RTO

- Brought forward concern about inability to be flexible around days in the office and changes needed to meet coverage
 - Management stated there is room for flexibility but larger changes may need to be approved by ADD
- Whether or not employees are being encouraged to change their flex days to avoid Mondays and Fridays
 - This was related to language in emails sent out to offices returning in Sept (Duluth and StP). Confusion between “flex day” and “floater” day. Staff who work a compressed schedule will not need to change their compressed schedule. The “floater” day is referencing the once per month third day a week that some folks will need to schedule to meet the policy. LMC highlighted that this is another example of confusing language being sent out. Requested clear and consistent messaging related to RTO.
- Bad Air Quality Days, remote work, and PPE for staff.
 - What is our agency’s approach to bad AQI days? Will this impact telework? Field staff?
 - Agency is developing a policy related to AQI for staff. The draft will be brought to LMC for review before finalizing.
 - Agency is concerned that if they provide masks to field staff then that could be considered PPE and therefore full fit tests and OSHA requirements would need to be met. There is not capacity to do that at this time. Agency would not require masks, and would have field staff stay home if AQI is too dangerous.
- Background Checks
 - PCA is beginning to develop their policy around criminal background checks but there is a lot still unknown such as what level of staff will be required to take them? Current staff will likely not be required to undergo a background check unless they do so voluntarily or apply and get a new job at the PCA.
- ICS Training Policy
 - All staff will be required to take this training through FEMA (100 and 700)
 - Non management will likely only need to take the basic trainings with the goal of having all staff fully understand the language and processes of an emergency
 - If staff need accommodation for taking the training or completing the quiz to pass, Ryan Ricci is willing to talk about alternatives. They want us to be prepared, not burdened.

- Biometric Security
 - State employee cybersecurity monitor - passwords changing to passcodes or passkeys / biometrics
 - https://mn365.sharepoint.com/sites/MNIT-Connect/SitePages/zero-trust-blog.aspx?utm_medium=email&utm_source=govdelivery

9. Involvement Opportunities

- Volunteer opportunity with Sanneh Foundation in Frogtown: September 29, 12-2pm.
 - https://thesannehfoundation.galaxydigital.com/need/joinTeam/?hash_t=OgA4pIVRpEs3Y3eyqHXEPSWMJlIjMycFETiCATUT0e3vNMac3dt1uGQFI18relI5P%2BTZwtuV%2Frnu0Dq02Dq9kw%3D%3D&hash_s=0MSpWN0xRLQUUNSQD8izhAmR8OZIHopEbwRNMVUen9Yx6FD4NAt6bdWZ%2BGAescsXfY2iuCj4kzxo6Ed2WqyHQ%3D%3D
- **Be a delegate for Delegate Assembly! Reach out to Emma Tschann or Quinn Carr.**
 - **We need 3 more alternates**
- See recent email from Quinn re: many upcoming dates

10. Civic Engagement Officer Role and Training

- Looking for someone else to co-lead this role with Aviva!
- What is the CEO role?
 - Similar to CAT for political engagement
 - Building external conditions for a stronger contract
- No prior organizing experience is required!
- Monthly organizing trainings - **full day training Friday, September 5th** , 3-4 hours month
- Build a Local Organizing Committee
- Hold regular 1:1 meetings with 301 members
- Coordinate and facilitate Local State Power Sessions on the state budget, healthcare, and the 32-hour workweek (September, October, November)
- Lead caucus trainings for 301 (December through January)
 - **Training provided for everything!**

11. Attendance Prize Drawing

- 4 \$25 gift cards for local businesses to attendees of this meeting
- Sift (gluten free bakery)
 - Afro Deli
 - Big Hill Books
 - Treats (ice cream shop on grand in St. Paul)

- Cafe Latte

Recommend businesses to Andrew Carollo

Winners for the gift certificates this month (announced after the meeting):

- Melissa Jones
- Rebecca Ryser
- Joey Hantmann
- Fawkes Char

Meeting Adjourned: 1:01 pm
Meeting Secretary: Michelle Belmont
Next Meeting Date/Time: Tuesday, September 9, 2025 at 12:05 pm

SLIDES:

MAPE Local 301 Monthly Membership Meeting



Welcome!

We will begin the meeting ~12:05

Please MUTE your microphones if you don't intend to speak to the group.

MAPE Local 301 Meeting Agenda



1. Welcome/Announcements
2. Contract vote & next steps
3. RTO updates
4. MAPE 2026 budget updates
5. Membership Committee Update
6. Stewards Update
7. Board of Directors Update
8. Meet & Confer Updates (MPCA, BWSR, DEED, & MNIT)
9. MPCA Labor Management Committee Updates
10. Involvement Opportunities
11. Prize Drawings!!!

MAPE Local 301 Executive Committee & Leadership



Executive Committee (2025)

Quinn Carr: President
Leya Charles: Vice-President
Amanda Swanson: Treasurer
Michelle Belmont: Secretary
Andrew Carollo: Membership Secretary
Mark Snyder: Regional Director

Monthly Chat Monitor: Joseph Bozarth

Leadership

Anne Claflin: Regional Steward Director (also on the Statewide Employee Right Cmte[ERC])
Kaitly Taylor: MPCA Meet & Confer Cmte Chair
Melissa King: BWSR Meet & Confer Cmte Chair
Naveen Borojerdi: Region 3 Negotiator
Emma Tschann: Region 3 CAT Co-Lead
Aviva Meyerhoff: Region 3 CAT Co-Lead
Meridel Phillips: Region 3 CAT Co-Lead
Jen Crea: MPCA Safety Committee, MAPE Rep

Contract vote & next steps



The results are in! 79% voted yes and 21% voted no

The agreement is now ratified and retroactive pay for the across-the-board increase should arrive in 4-6 weeks

RTO updates



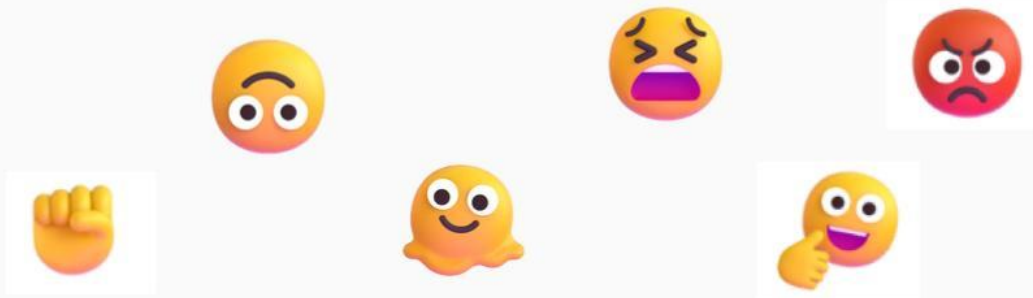
Email from 8/6 provides information on completing an RTO appeal:

- Our concerns and opinions on this mandate should be known and documented. Filing an appeal is an official way to have your opinion become a data point.
- MAPE represented staff have a contractual right to Appeal a change to their telework arrangement within 30 days of the change.
- An appeal allows us to fight for the best case scenario for each individual within the current policy. It is, of course, the employee's choice if they would like to appeal and if they would like a steward present.
- Upcoming RTO training for PCA St Paul office - invite to be sent soon.

How Y'all Doing?



Share how you're feeling by posting an emoji in the chat.



Proposed 2026 MAPE Budget



Income	Amount	Notes
12,122 members (65.6% of bargaining unit)	\$9,808,000	Dues set at 0.75 of hr - cap at \$34.50 (a \$0.50†)
Interest income	\$108,000	Set at 2024 amount
Total new income	\$9,916,000	
Expenses	Amount	Notes
Total non-designated funds	\$9,571,000	6.2% increase over 2025
Local funds	\$394,000	\$1.25 per member per pay period
Transfer to crisis fund	\$392,000	Set at 4% of dues income
Total expenses	\$10,357,000	
Difference	Amount	Notes
Projected shortfall	(\$441,000)	Without cap †, shortfall would be \$513,000

Want to get involved? Our openings...



Meet and Confer (M&C) Committees

- PCA: Kaity (Kaity.Taylor@state.mn.us)
- BWSR: Melissa (Melissa.King@state.mn.us)
- MNIT: Andi (Andrea.Morris@state.mn.us)

Labor Management Committee (LMC)

- Cindy Osborn
(Cynthia.Osborn@state.mn.us)

Contract Action Team (CAT) Contact Emma Tschann (Emma.Tschann@state.mn.us), Meridel Phillips (Meridel.Phillips@state.mn.us) or Aviva Meyerhoff (Aviva.Meyerhoff@state.mn.us)

Stewards

- Anne Claflin (Anne.Claflin@state.us.mn)
- Take steward training:
<https://mape.org/resources/training/classes>

Membership Committee

- Andrew Carollo (Andrew.Carollo@state.mn.us)

Food Committee

- Shanna Schmitt (shanna.schmitt@state.mn.us)

Announcements



- **Life Events:** We appreciate knowing about life events so that we can support our members if needed. Please reach out to anyone on the Local 301 Executive Committee, <https://mape.org/locals/301>.
- **Discord Group:** Connect with your fellow union members, share a good union meme, or ask questions regarding contract negotiations? Email Chris Smith if you need a link.
- **Join us for FOOD:**
 - August 19th at Noon, LL Conference Room

MAPE Local 301 Membership Committee



- **Andrew Carollo, Chair - EAO**
- Leya Charles - EAO
- Aviva Meyerhoff - MPCA
- Joseph Bozarth - MNIT
- Ellen Squires - DEED
- Amy Waters - MPCA
- Melissa Wenzel - RMAD
- Andrew Ching - MPCA
- Barbara Peichel - BWSR

Looking for anyone interested in doing outreach contacting new hires. Come join my committee!

MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of August 11, 2025:

- 438 members (78%)
- 125 non-members
- 32 associate members (retirees)

Please contact Andrew Carollo (andrew.carollo@state.mn.us) if you'd like to join the Membership Committee!

MAPE Local 301 Stewards



- **Anne Claflin, Regional Steward Director (MPCA)**
- Jen Crea (MNIT)
- Barb Peichel (BWSR)
- Mark Snyder (MPCA)
- Melissa Wenzel (MPCA)
- Steven Speltz (MPCA)
- Bobbie Miller Thomas (DEED)
- Joe Kastens (DEED)

Reach out to stewards with your questions.

Stewards can join you in a meeting regarding Return to Office Appeals and ADA accommodations requests!

Especially reach out if you have a meeting with management that could result in discipline!

Join the stewards!

Basic steward training - August 15th

Contract training - November 14th

<https://mape.org/resources/training/classes>

MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors met on July 24-25
- Authorized funding for Civic Engagement Officers training
- Authorized funding for new member database to replace UnionWare

Next meeting: August 22

Contact Mark if interested in attending a Board of Directors meeting: msnyder@mape.org
(Mark can also relay statements during member comments for anyone who has them but cannot attend)

MAPE MPCA Meet & Confer Team



MPCA MAPE Meet & Confer Team:

- **Kaity Taylor (St. Paul), Chair**
- Mel Markert, Secretary (Brainerd)
- Kristin Mroz Risse (St. Paul)
- Shanna Schmitt (St. Paul)
- Cindy Osborn (Duluth)
- Brianna Loeks (St. Paul)

<https://mape.org/committees/meet-and-confer-committees/pollution-control-mPCA>

MAPE MPCA Meet & Confer Team



Next meet and confer - September 11, 2025

- Working collaboratively with other agencies that report to Lafayette Park regarding safety concerns
- RTO roll out at StP and Duluth office (flexibility, equipment concerns, etc.)
- Accommodation request backlog
- *Will soon begin a planned effort to expand our team to each PCA office and bring in subject matter experts*
- Meet and Confer Chair election this fall

BWSR MAPE Meet & Confer Team



BWSR MAPE Meet & Confer Team:

- **Melissa King, Chair (St. Paul)**
- Jason Weinerman, Vice Chair (Waite Park)
- Matthew Fischer (Bemidji)
- Steve Hofstad (Detroit Lakes)
- Erin Loeffler (Duluth)
- Suzanne Rhees (St. Paul)

Have an issue you care about?

Consider joining M&C!

Contact Melissa King!

<https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>

BWSR MAPE Meet & Confer Team



HR support + communication while HR Director is vacant

ADA Requests Procedures & Staff training. Lack of staff understanding of agency procedures. Concerns regarding the submission, retention, and access to confidential medical info. Leadership agreed to seek out a source for training and plan a staff webinar to be recorded. Identified that a refresher training for supervisory may be in order.

Employee safety concerns. St. Paul based BWSR staff have shared reports of recent incidents and have shared concerns for personal safe

Employee Parking Concerns. St. Paul and Duluth offices.

Next meeting with leadership is scheduled for 9/22.

MNIT Meet and Confer Team



MNIT MAPE Meet & Confer Team:

- **Andi Morris, Chair (701)**
- Jed Becher, Vice Chair (101)
- Axelina Swenson (701)
- Carolyn Murphy (502)
- *Chris Butler (301)*
- Patrick Pueringer (502)
- Tony Yarusso (701)

<https://mape.org/committees/meet-and-confer-committees/mnit>

MNIT Meet and Confer Team



- Actively working with management, along with MAPE Pres. Dayton, about employees who are in a non-bordering state and therefore not exempt from the new telework policy (50% in office). Hoping to be able to come to an agreement on at least the folks who were working out of state as an ADA accommodation, but not a lot of footing for others in MNIT.
- Regular meetings with Labor Relations to stay ahead of MNIT layoffs.

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Kurt Carlson (Duluth)
- Kaity Taylor (Saint Paul)

Last meeting - August 6th

<https://lorax.pca.state.mn.us/labor-management-committee>

Civic Engagement Officers



- Looking for someone else to co-lead this role with Aviva!
- What is the CEO role?
 - Similar to CAT for political engagement
 - Building external conditions for a stronger contract
- No prior organizing experience is required!
- Monthly organizing trainings - **full day training Friday, September 5th**, 3-4 hours month
- Build a Local Organizing Committee
- Hold regular 1:1 meetings with 301 members
- Coordinate and facilitate Local State Power Sessions on the state budget, healthcare, and the 32-hour workweek (September, October, November)
- Lead caucus trainings for 301 (December through January)
 - **Training provided for everything!**

Volunteer Opportunity



Mon September 29, 2025 @ 12:00pm - 2:00pm

Let's support the recently defunded AmeriCorps program: the Sanneh Foundation.

Join the Fight Against Hunger: Volunteer to Distribute Food in the Frogtown Community!



Come join us as we help provide set up, sorting, and food distribution with our nutritional services team and the local community! Group, outdoor activity. [Click here to sign-up](#)

Irreducible Grace Foundation / Black Youth Healing Arts Center - 643 Virginia St, St Paul, MN 55103

Involvement Opportunities



Be a delegate for [delegate assembly](#)! It's a great way to meet people from across MAPE & learn about our union

- We need 3 more alternates
- Reach out to the exec team if interested in learning more or participating. Today is the last day to volunteer!

301 Union Member	Role
Quinn Carr	Delegate
Brianna Loeks	Delegate
William Treumann	Delegate
Michelle Belmont	Delegate
Sam Nesheim	Delegate
Kaity Taylor	Alternate
Janelle Perera	Alternate

Involvement Opportunities



Calendar of events and opportunities to engage with MAPE

Upcoming Events

- MAPE Budget Townhall
 - o Sept 4, 12-1PM <https://mape.org/events/budget-review>
- Political Platform Forum
 - o Aug 13, 12-1PM <https://mape.org/events/political-council-legislative-agenda-forum>
- Basic Steward Training
 - o Aug 9, 8:30am-5pm <https://mape.org/events/basic-steward-training-august-2025>
 - o Oct 24, 8:30am-5:00pm <https://mape.org/events/basic-steward-training-october-2025>
- Get to know your union: MAPE Basics
 - o Aug 26, 12-1PM <https://mape.org/events/get-know-your-union-mape-basics-1>
- Resolution Forum
 - o Aug 27, 12-1PM <https://mape.org/events/resolution-forum>
- PCA Meet and Confer sponsored RTO Trainings, St Paul office
 - o Early September, invites to be sent soon
- Delegate Assembly
 - o Sept 19-20 <https://mape.org/committees/delegate-assembly-da>
- Contract Steward Training- November 2025
 - o Nov 14, 8:30am – 5pm <https://mape.org/events/contract-steward-training-november-2025>
- Advanced Steward Training- December 2025
 - o Dec 12, 8:30am-5:00pm <https://mape.org/events/advanced-steward-training-december-2025>
- Union Power Project Leadership Academy
 - o Fall launch

MAPE Local 301 Monthly Prize Drawing



Drum roll, please!

Current choices:

- Sift (gluten free bakery)
- Bole Ethiopian
- Black Garnet Books
- J. Selbys
- Treats (ice cream shop on grand in St. Paul)
- Cafe Latte

