

## Local 301 Membership Meeting

**Date/Time:** Tuesday Dec 9, 2025, 12:05 pm

**Location:** Microsoft Teams

**Called to order:** 12:05 pm

**Meeting Leader:** Local 301 Vice President: Leya Charles

**Attendees:** 97

## 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
  - Michelle Belmont: Membership Secretary
  - VACANT: Secretary
- Local leadership:
  - Anne Claflin: Regional Steward Director (also on the Statewide Employee Right Cmte[ERC])
  - Kaity 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: Local 301 co-CEO
  - Brian Haf: Local 301 co-CEO
  - Meridel Phillips: Region 3 CAT Co-Lead
  - Kristen Mroz: Safety committee rep

## 2. Announcements

- Regular reminders about updating us of life events and to join the Discord group
- **Upcoming Events**
  - Join us for FOOD: Tuesday, Dec 16 @ NOON - Lower Level Conf Room
- Lobby Day will be 3/24/26
- Discussion of new Paid Leave Benefit - future presentation requested on all leaves comparison

### 3. Fall 2025 Elections

- Voting IS OPEN NOW!
- Voting closes Dec 15, 2025.
- Results posted Dec 19, 2025.

### 4. 2026 Budget Vote

- Here's the voting process
  - Discussion
  - Motion
  - Motion seconded
  - Verbal vote
  - Motion ruled passed/failed
- Leya put forth the budget
  - Brian Hanf proposed to amend the budget to Steward meeting line item to \$100 (from \$300), and Contributions - Labor to \$200 (from \$0)
  - Amanda motioned to vote
  - Michelle seconded
- Budget passed by unanimous vocal vote
- Discussion around how to keep a monthly meeting presence with byob lunches

### 5. Membership Committee Update

- Michelle Belmont, Chair
- 437 members, 77% members, 132 non-members
- Get your MAPE swag from Emma Tschann
- We are 19 members away from 80%

### 6. 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](#)
  - **Advanced Steward Training - December 12**

- 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.
- Concerns about Supervisor behaviors regarding ADA application retaliation
- Reminder to drive safely while driving a state vehicle

## 7. Board of Directors Update

- Board of Directors met November 21st
  - Gift card conversation
  - Stipends update
  - Lobby Day update
  - Constitution and Rules update
  - PFML update
  - UPP update
- Also met on Dec 5 to discuss hiring committee for Executive Director / Chief of Staff
- Next Meeting Jan 16, 2026

## 8. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- Kristin MR - we continue to work on RTO with agency
- Next Meet and Confer - This afternoon Dec. 9th
- Main topics of concern/conversation:
  - Safety at Lafayette. Working with other agencies. Kristin MR has joined PCA's safety committee. Please send any incidents to M&C, stewards, and your management if you feel comfortable
  - NEW Criminal History Background checks - PCA has a new policy for external and internal final candidates. We are concerned about the policy unintentionally creating opportunity for discrimination and are working with CO and HR to solve these issues.
  - Organizing efforts from members - we've seen a big uptick in members wanting to organize around specific actions they care deeply about. Keep it up! We can help leverage relationships and get the ball rolling on putting your team together.

## 9. BWSR Meet & Confer Update

- Melissa King, chair
- Vacancies exist on team, if anyone in BWSR would like to join!

## 10. MNIT Meet and Confer Team

- Andi Morris, Chair
- Chris Butler, 301 / Michelle Belmont, 301
  - Concerns about comp-ed time payouts process changes.

## 11. MPCA Labor Management Committee - Kaity Taylor

- 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 - 11/18. Agency confirmed the Criminal history background check is finalized and in place. Working to align meet and confer issues with LMC issues.
- Next meeting - not yet scheduled but will end of Q1.

## 12. Civic Engagement Officer Update

- Our co-officers are Aviva Meyerhoff and Brian Hanf
- Help with recruitment on Monday, Dec 15: 11:30-12:30
  - Let us know if you are already planning on attending your party caucus in February, and you would help MAPE with resolutions or other union initiatives.
  - [http://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqKFbIn\\_lwftOqJ8yqbV8kRtUQUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u](http://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqKFbIn_lwftOqJ8yqbV8kRtUQUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u)
- Discussions upcoming on what are Causes and how they work

## 13. Union Involvement Opportunities

- 32-hour workweek Community Event: the fight for more time campaign
  - <https://workfour.org/mn-fight-for-more-time>
- Social Event: Happy Hour with DNR
  - Leaders from local 101 have reached-out and shared upcoming happy hours! This is a chance to meet other union members, especially with members who also work on environmental issues regularly!
  - Happy Hours are at St. Paul Brewing 688 Minnehaha Ave E, St Paul, MN 55106 from 4:30-6

1. Wednesday 12/17

<b>Event</b>	<b>Date</b>	<b>Time</b>
Steward trainings	12/12	12/12 - Advanced Steward Training
Caucus outreach and recruitment	12/15	11:30-12:30, reach out to Aviva or Brian for meeting links

Join the CAT - contract action team: contact Meridel Phillips!

MAPE meeting chat monitor - contact Leya Charles to volunteer!

<b>2026 Steward Trainings</b>	<b>Date</b>
Basic Steward Training	1/30, 4/10, 8/18 & 10/23
Advanced Steward Training	3/27, 6/12 & 12/11
Organizing as a Steward	4/10, 8/14 & 10/23
Contract Training for Stewards	5/29 & 11/13

#### **14. Attendance Prize Drawing**

4 MAPE Swag Items (T-shirt, pride tees, travel mug options) to be selected by the following:

- Taz Mueller
- Stephen Frye
- Sami Maldonado

**Meeting Adjourned:**

12:59 pm

**Meeting Secretary:** Michelle Belmont  
**Next Meeting Date/Time:** Tuesday, January 13, 2026 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



- Welcome/Announcements
- 2026 Local 301 Budget Vote
- Membership Committee Update
- Stewards Update
- Board of Directors Update
- Meet & Confer Updates (MPCA, BWSR, DEED, & MNIT)
- MPCA Labor Management Committee Updates
- Civic Engagement Office Update
- Community & social events
- Union involvement opportunities
  - Negotiations

# MAPE Local 301 Executive Committee & Leadership



## Executive Committee (2025)

**Quinn Carr:** President

**Leya Charles:** Vice-President

**Amanda Swanson:** Treasurer

**Michelle Belmont:** Membership  
Secretary

**VACANT:** Secretary

**Mark Snyder:** Regional Director

**Monthly Chat Monitor:**

## Local leadership

**Anne Claflin:** Regional Steward Director (also on  
the Statewide Employee Right Cmte[ERC])

**Kaity 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:** Local 301 co-CEO

**Brian Haf:** Local 301 co-CEO

**Meridel Phillips:** Region 3 CAT Co-Lead

**Kristen Mroz:** Safety committee rep

## 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.

# Fall 2025 Elections



Voting IS OPEN NOW!

Voting closes Dec 15, 2025.

Results posted Dec 19, 2025.

# Announcement



Leaders from local 101 (DNR) have reached-out and shared upcoming happy hours!

This is a chance to meet other union members, especially with members who also work on environmental issues regularly!

Happy Hours are at St. Paul Brewing 688 Minnehaha Ave E, St Paul, MN 55106 from 4:30-6

- Wednesday 12/17

# Local 301 Draft Budget



## Key takeaways:

- Much is remaining the same
- Reducing lunches to every other month due to increased food costs and attendance

Expenses	
Elections	\$-
Local Meetings (meals, beverages, etc.) for example 60 People x \$6 each x 12 mtgs	\$-
Executive Committee - Local officer stipends	\$ 2,400.00
Executive Committee - Life event support for members	\$ 1,000.00
Membership Committee	\$ 1,200.00
Contract Action Team - organizing around contract negotiations	\$ 250.00
Training - for example five people x \$37 per hour x 8 hours	\$ 250.00
Contributions - Labor	\$ -
Donations/Good & Welfare	\$ 500.00
Delegate Assembly (lost time & expenses for alternates)	\$ 2,000.00
Steward Meetings	\$ 300.00
Social Events	\$ 9,000.00
FICA - 7.25% of lost time	\$ 163.13
<b>Total Expenses</b>	<b>\$17,063.13</b>

# Vote on 2026 budget



## Here's the voting process

- Discussion
- Motion
- Motion seconded
- Verbal vote
- Motion ruled passed/failed

# MAPE Local 301 Stewards



- **Anne Clafin, Regional Steward Director (MPCA)**
- Jen Crea (MNIT)
- Barb Peichel (BWSR)
- Mark Snyder (MPCA)
- Melissa Wenzel (MPCA)
- Steven Speltz (MPCA)

**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!**

Advanced Steward Training - December 12  
<https://mape.org/resources/training/classes>

# MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors met November 21st (Quinn attended)
  - Gift card conversation
  - Stipends update
  - Lobby Day update
  - Constitution and Rules update
  - PFML update
  - UPP update
- Board of Directors met December 5th to discuss hiring committee for ED/CoS

Next meeting: January 16th

Contact Mark if interested in attending a Board of Directors meeting: [msnyder@mape.org](mailto:msnyder@mape.org)

(Mark can also relay statements during member comments for anyone who has them but cannot attend)

# MAPE MPCA Meet & Confer Team



**Next Meet and Confer - This afternoon Dec. 9th**

**Main topics of concern/conversation:**

- **Safety at Lafayette.** Working with other agencies. Kristin MR has joined PCA's safety committee. Please send any incidents to M&C, stewards, and your management if you feel comfortable
- **NEW Criminal History Background checks** - PCA has a new policy for external and internal final candidates. We are concerned about the policy unintentionally creating opportunity for discrimination and are working with CO and HR to solve these issues.
- **Organizing efforts from members** - we've seen a big uptick in members wanting to organize around specific actions they care deeply about. **Keep it up!** We can help leverage relationships and get the ball rolling on putting your team together.

# MPCA Labor Management Committee



**MPCA Labor Management Committee MAPE Representatives:**

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

**Last meeting - 11/18.** Agency confirmed the Criminal history background check is finalized and in place. Working to align meet and confer issues with LMC issues.

**Next meeting** - not yet schedule but will end of Q1.

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

# MAPE Local 301 Monthly Prize Drawing



Delightful SWAG!

- Classic T-shirt
- Pride T-shirts
- Travel mug



