

Local 301 Membership Meeting

Date/Time: Tuesday January 14, 2025, 12:05 pm

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 Treasurer: Leya Charles

Attendees: 108

1. Introductions and welcome everyone to the meeting

- Local 301's Executive Team:
 - President: tbd
 - Regional Director: Mark Snyder
 - Vice President: tbd
 - Treasurer: Leya Charles
 - Membership Secretary: Andrew Carollo
 - Secretary: Michelle Belmont
 - Regional Steward Director: Anne Claflin
 - Chat Monitor this month: Michelle / Naveen / Kaity

2. Announcements

- Quinn Carr has volunteered for President!
- Openings for Meet and Confer Teams, Labor Management Committee, Contract Action Team, Stewards, Membership Committee, and Food Committee. It's easy to be Virtual!
 - Erik Wilcox Freeburg - Contract Action Team Call for Volunteers to join them. Fill out the form: <https://forms.office.com/g/jz82egURbv>
 - eric.wilcoxfreeburg@state.mn.us or edfreeburg@gmail.com
 - It is suggested that the CAT have about 10% of membership.. so looking for a team of 39(!) to represent our current 395 Members in 301
- Join us for FOOD: **Weds, Jan 29, 2025 @ NOON** - Lower Level Conf Rooms (new date for this month)
- Discord Group: Melissa Wenzel: I wonder if Barbara will hand over the discord reigns soon, seeing she'll be in MMA (Middle Management Association) union...?
 - Kaity Taylor: Yes she will. Working on figuring out who will take over for her. So, if anyone is a discord pro, consider stepping up!
- Fund our Future Rally
 - Feb 18th, 3:30PM
 - We Make MN Coalition - Education Minnesota Union

- <https://mape.org/events/fund-our-future-rally>
- Lobby Day
 - March 6
 - Power through communication via membership
 - People to Drive the Communications
 - Register: <https://mape.org/events/lobby-day-2025>
 - 456 total registrants so far!
 - Lost time eligible event. UNL Union Leave is available.
 - Demonstrations outside the Capitol and sessions with various legislators
 - Lunch provided
 - Conflict with Career Conference Day is acknowledged. Recordings available.
 - Agenda:

<https://lorax.pca.state.mn.us/sites/lorax/files/MPCA%20Career%20Development%20Conference%20Agenda%202025.pdf>
- Burgers & Bout!
 - MN Roller Derby bout - anyone in MAPE is invited, regardless of local number
 - Feb 8, 6:00pm (see email invitation)
 - Roy Wilkins Auditorium, St Paul RiverCentre
 - Balcony Seating, Section 202-203 - Balcony General Admission ticket
- Employee Engagement Survey
 - MPCA to send out at the end of January
 - This is the fourth survey of this type for previous years comparisons
 - Please provide honest feedback. Anonymous.
- Quarterly Volunteer and Donate Vote Poll
 - Eastside Freedom Library 11% (35)
 - Second Harvest Heartland 11% (34)
 - Twin Cities Habitat for Humanity 10% (32)
 - Outfront MN 10% (31)
 - Free Bikes for Kids 9% (30)

3. Membership Committee Update

- Andrew Carollo, Chair (andrew.carollo@state.mn.us)
- 396 members, 73.91% members
- New members: next month!
- Get your MAPE swag -new mugs mid January

4. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
- Join the stewards! [Training opportunities](#) Beginner: Jan 24th, April 25th, Advanced: Mar 28th, Jun 13th. Contract Training: May 30th. Lost time is paid by MAPE, if vacation time is used to attend.
- 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.

5. Board of Directors Update

- A special Board of Directors meeting took place on Friday, December 20th
 - The BOD discussed how to set up the Divestment task force approved at Delegate Assembly
 - Task force meetings are open to members, but announced one week in advance, so let [Mark](#) know if you'd like to get those invitations. Happening today January 14, this afternoon.
- Next Board of Directors meeting scheduled for Friday, January 17th.

6. 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 Mar 10th 2-4pm
- Student Loan Reimbursement: 88 applications, 67 of which were MAPE
- Listening session: general themes and focus on safety
- Budget and Legislative priority updates from Management
 - Comms not able to share much
 - Current forecast: more spending at state level than originally predicted. Negative balance of -\$5billion at end of 2028. The total state budget is \$80billion.
 - Programs and services have had more people enrolled than initially anticipated.
- Room for more on this team! Not a huge commitment! Please consider getting involved!
- Questions from chat
 - Can you explain what topics for supplemental bargaining vs. main table bargaining are?
 - Naveen: Main table negotiations are in the contract renewal with MMB. Supplemental Bargaining is for PCA related improvements.
 - Kaity: Supplemental Bargaining is negotiating terms and conditions of employment that are specific to the MAPE represented employees in a

specific agency. Supplemental agreements can be found in Appendix G (pg. 186) of the Master Agreement.

- Main Table Bargaining is negotiating the majority of our contract (wages, health care, etc.) which provides the terms and conditions that apply to every MAPE represented State employee equally, regardless of what agency they work for. Most terms and conditions of employment are set forth in the Main Agreement. The Main Agreement is negotiated between the State (led by MMB) and the MAPE elected Regional Negotiators.
- Do you know when the Student Loan Reimbursement will go through, if we got it?
 - Kaity: Yes. here is the language from the MPCA's policy: "Approved recipients can expect to receive their student loan reimbursement payment within four to five pay periods following the close of the annual application period. Reimbursement payments will be on the employee's paycheck." The application period closed on Nov 25th 2024 this time.
- Will there be another round of student loan reimbursement this year? I couldn't apply this fall as I hadn't been working here for 18 months yet.
 - Michelle: my understanding is that it will be a once a year thing, as long as funding holds out. but reach out to HR, and see if they can make an exception.

7. BWSR Meet & Confer Update

- Melissa King, chair
- No updates this month

8. MPCA Labor Management Committee

- Kurt Carlson / Cindy Osborn

9. Negotiations Update

- Region 3 Negotiator: Naveen Borojerdi
- Proposals:
<https://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqMzTgXBhTf1CtmS8Ok3xuYIURElFWFIWUVo5V0FCMTE4VFFYRDIYMUc3Ui4u>
- Feb 13th deadline for writing proposals submitted
- Listening Session upcoming in the next week or so

- Easy Accessible Action:
 - MAPE background for Teams <https://mape.org/media/1925>
 - Is there a PCA policy around using a specific background for internal vs external audiences?
 - Background guidance for MPCA is here:
<https://document.pca.state.mn.us/appnetdocpop/docpop/docpop.aspx?docid=3807966&client=html>
 - “A background image does not have to include the MPCA logo. However, where a logo is in use, it must be of the MPCA logo. No other logos or evidence of direct affiliation with any other specific organization or institution should be in the background image.”
 - Erik: I'll work with Anne to figure out how we can make the MAPE background a thing.

10. 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)
- Recommend businesses to Andrew Carollo
- Winners for the gift certificates this month:
 - Abid Tanoly
 - Max Zaret
 - Lucy Trotter
 - Brittany Faustin

Meeting Adjourned:	12:55 pm
Meeting Secretary:	Michelle Belmont
Next Meeting Date/Time:	Tuesday, February 11, 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. Membership Committee Update
3. Vote on organizations to donate to
4. Negotiations/Contract Action Team Update
5. Steward Committee Update
6. Board of Directors Update
7. Meet & Confer Updates (MPCA & BWSR)
8. MPCA Labor Management Committee Updates
9. Prize Drawings!!!

MAPE Local 301 Executive Committee & Leadership



Executive Committee (2025)

TBD: President (also on the Statewide Local Presidents Cmte [LPC])

TBD: Vice-President

Leya Charles: Treasurer

Michelle Belmont: Secretary

Andrew Carollo: Membership Secretary

Mark Snyder: Regional Director

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

Eric Wilcox Freeburg: Region 3 CAT Co-Lead

Jen Crea: MPCA Safety Committee, MAPE Rep

Monthly Chat Monitor:



Want to get involved? Our openings...



Meet and Confer (M&C) Committees

- PCA: Kaity (Kaity.Taylor@state.mn.us)
- BWSR: Melissa King (Melissa.King@state.mn.us)

Labor Management Committee (LMC)

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

Contract Action Team (CAT) - need as many volunteers as we can get!

- Contact Emma Tschann (Emma.Tschann@state.mn.us) or Eric Wilcox Freeburg (Eric.WilcoxFreeburg@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 Barbara Monaco at monacoba@gmail.com if you need a link.
- **Join us for FOOD:** Weds, Jan 29, 2025 @ NOON - Lower Level Conf Rooms
- Use your floating holiday!

Upcoming Action: Fund Our Future Rally Feb 18th, 3:30 PM



We Make MN Coalition is holding a rally at the Minnesota Capitol. Lead by Education Minnesota: we demand Minnesota's wealthiest corporations pay what they truly owe in taxes so our elected leaders can invest in educators and other working people.

Information and registration link:
<https://mape.org/events/fund-our-future-rally>



Upcoming Action: Lobby Day, March 6



One of our biggest opportunities to represent MAPE! Rally in the rotunda followed by meetings with your Legislatures.

- Registration closes **February 21**
<https://mape.org/events/lobby-day-2025>
- Lost-time eligible (MAPE will reimburse your time at your hourly rate).
 - Don't want to burn Vacation? Ask Eric about [UNL] leave!
- Free Lunch!
- ALREADY 456 Registrants! Record registration already!

Registration by Locals

1. 901 (54)
2. 601 (41)
3. 2101 (37)
4. 201 (28)
5. 301 (27)



Lobby day MPCA conflict...



For those at MPCA -
Day 2 of Career Conference Day
Recordings available for sessions:

[MPCA Career Conference Agenda](#)
(asterisks on agenda)

Social event



Join us at MN Roller Derby bout! Family-friendly!
Saturday, February 8, 6:00 P.M.

Roy Wilkins Auditorium, St Paul RiverCentre

- 10% discount
- <https://www.ticketmaster.com/event/060060FF8AB440A4?did=mapelo>

Balcony Seating, Section 202-203

Buy Balcony General Admission! Will meet up there!

*Kids 9 and under free



Employee Engagement Survey



Opportunity to provide *honest* feedback on your agency

MPCA will send out end of Jan.

Everyone will get an email from MMB

Coming soon: Employee engagement survey

The 2025 Enterprise Employee Engagement and Inclusion survey will be launched in late January, with employees asked to provide honest feedback about what makes the state a great place to work and what can be improved.

This is the fourth enterprise-wide employee engagement survey, and the results will be compared to past surveys so that we can understand how the workplace has changed over time.

Watch for additional information in PCA 2Day and on the Lorax as we approach the survey's launch.



Quarterly volunteer & donate



We have budgeted to give \$250 quarterly to an organization, and a goal to also organize MAPERs to volunteer that month at the organization. Who else should we support in our community?

- Open arms urban farm
- Second harvest heartland
- Habitat for humanity
- Free bikes for kids
- Outfront MN
- Listening House of St Paul
- Tree trust
- Keystone Community services
- Union gospel mission
- Eastside freedom library
- Neighbors Inc.
- Today's harvest (open cupboard)

Vote on 2025 budget donations



Here's the voting process - due to complexity today we will utilize a virtual poll

Discussion - Please click link to vote. The 4 organizations with the highest votes will be approved.
In event of a tie, the \$250 will be split evenly among the tied organizations.

Motion

Motion seconded

Verbal vote

Motion ruled passed/failed

MAPE Local 301 Negotiations



Region 3 Negotiator: Naveen Borojerdi

Region 3 Contract Action Team (CAT):

- Emma Tschann, Co-Lead
- Eric Wilcox Freeburg, Co-Lead
- Kaity Taylor
- William Treumann

MAPE Statewide Negotiations page: <https://mape.org/committees/negotiations-committee-team>

MAPE Local 301 Membership Committee



New Membership secretary - Andrew Carollo

Replacing Chuck Krueger



- **Andrew Carollo, Chair - REM**
- Kurt Carlson - IND
- Leya Charles - EAO
- Jen Crea - MNIT
- Jason Ewert - MNIT
- Peter Jordet - BWSR
- Cole Landgraf - MUN
- Melissa Wenzel - RMAD
- Matt Lindon - EAO
- Josh Norman - MUN
- Barb Peichel - BWSR
- Carl Stenoien - EAO
- Jennifer Strahan - MNIT
- Kaity Taylor - Watershed
- Mark Umholtz - REM
- Eric Wilcox Freeburg - EAO

MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of January 07, 2025:

- 396 members (about 73%)
- 143 non-members
- 29 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)
- MPCA stewards may also be in other locals

Join the stewards!

Basic steward training January 24th, April 25th

Advanced steward training March 28th, June 13th

Contract training May 30th

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

Reach out to stewards with your questions.

Let us help you make sure you are getting the right information about contract issues such as probation, leave, reallocations, respectful workplace issues, FLSA exempt/non-exempt status, and anything else that comes up!

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

MAPE Board of Directors



Region 3 Director: Mark Snyder

- A special Board of Directors meeting took place on Friday, December 20th
 - The BOD approved a charter and roster for the Divestment task force approved at Delegate Assembly
 - Task force meetings are open to members, but announced one week in advance, so let Mark know if you'd like to get those invitations
- Next regular Board of Directors meeting scheduled for Friday, January 17th

Contact Mark if interested in attending a Board of Directors meeting: msnyder@mape.org

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)
- Vice Chair - ??

We will be sending out an application for joining the MPCA Meet and Confer soon, keep an eye out!

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

MAPE MPCA Meet & Confer Team



Meet and Confer Dec 16th (update email to be sent)

Next Meet and Confer March 10th 2-4pm

Will continue to follow up from supplemental bargaining listening sessions!

- Listening session overview
 - General themes and focus on safety
- Update from Management on Student Loan Reimbursement
 - 88 applications, 67 of which were MAPE
 - HR working with staff who did not have all required materials
 - MOHELA or other difficult loan servicers

MAPE MPCA Meet & Confer Team



- Budget and Legislative priority updates from Management
 - Comiss. not able to share much at this time, in back and forth with MMB & Gov. office about our legislative priorities
 - In general, current forecast is showing more spending than originally predicted. If nothing changes, there will be a neg. balance of - \$5 billion at end of 2028.
 - State collecting less sales tax
 - More spending, increased costs of everything
 - Some programs/services had more people enrolled than anticipated (K12 education and long term support programs for people with disabilities, for example)

BWSR MAPE Meet & Confer Team



BWSR MAPE Meet & Confer Team:

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

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

BWSR MAPE Meet & Confer Team



**Have an issue you care about? Consider joining M&C!
Contact Melissa King!**

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Brandon Montgomery (St. Paul)
- Bill Dunn (St. Paul)
- Kurt Carlson (Duluth)

MAPE Local 301 Monthly Prize Drawing



Drum roll, please!

Current choices:

- Sift (gluten free bakery)
- Afro Deli
- Big Hill Books
- Treats (ice cream shop on Grand in St. Paul)

