

Local 301 Membership Meeting

Date/Time:

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 President: Quinn Carr

● 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])
 - Cindy Osborn: MPCA Meet & Confer Cmte Chair
 - VACANT: BWSR Meet & Confer Cmte Chair
 - Naveen Borojerdi: Region 3 Negotiator
 - Emma Tschann: Region 3 CAT Co-Lead
 - Aviva Meyerhoff: Local 301 co-CivEO
 - Brian Haf: Local 301 co-CivEO
 - Meridel Phillips: Region 3 CAT Co-Lead
 - Kristen Mroz: Safety committee rep

● Announcements

- Vacant secretary position
 - Posted position duties
- Life events or discord - send message to executive leadership team
- Lunch provided at social event this month, French Meadow soups
- Join happy hour social events with our local next door, calendar request will be sent with invitation

5. Membership Committee Update

- Michelle Belmont, Chair

As of January 6, 2026:

- 439 members (77%) - 19 away from 80%
- 134 non-members
- 32 associate members (retirees)

6. Negotiations update

Contact Naveen to help plan for the next contract cycle

7. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
- Join the stewards! [Training opportunities](#)
- You do not need to provide the reason you are taking sick time or vacation time

8. Local budget audit

- Need 3 volunteers to help with this annual task, due March 15

9. Board of Directors Update

- Board of Directors
- MAPE president took a job out of state service
- Transition of leadership to the vice, and an interim vice will be needed
- Still searching for an executive director

8. MPCA Meet & Confer Update

- We are now looking for new participants in Meet and Confer MPCA, these would be outside our local. Need: Rochester, Brainerd, Detroit Lakes, Mankato. We need your help to talk to fellow MPCA folks you think would be great for the role. Someone passionate about making change at MPCA, and could commit to monthly virtual meetings.
- New interim chair is Cindy Osborn now that Kaity Taylor is the statewide secretary

9. BWSR Meet & Confer Update

- Working to identify a new committee chair. Melissa didn't re-apply and no one self-nominated as chair.

10. MNIT Meet and Confer Team

- Change in participants
- Discussions on MNIT personal appearance policy discussions and equal application/communication between MNIT in Stassen and MNIT in agency offices

- Concerns about comp-ed time payouts process changes.

11. MPCA Labor Management Committee

- Kaity is also no longer on labor management committee - need a new person to fill this spot and help out Cindy and Kurt.
- Labor management is across unions, but specific to MPCA. Great way to work with the engineers and AFSCME.

12. Civic Engagement Officer Update

- Our co-officers are Aviva Meyerhoff and Brian Hanf
 - 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-dEqOTzzTdfDeqKFbln_lwftOqJ8yqbV8kRtUQUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u
- Working to help out Orphan CivEO locals, to get more folks out to caucus and understanding what it is and how to present resolutions

13. Union Involvement Opportunities

- Meet & Confer
 - Requirement: MPCA staff
- Labor Management
 - Requirement: MPCA staff
- Caucusing
 - anyone in the local or beyond!
- Stewards
 - anyone in the local
- Chat monitor
 - anyone in the local!
- Discord moderator
 - anyone in the local!
- Event planners
 - anyone in the local

14. Attendance Prize Drawing

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

- Anne Larsen

- Xiongmee Lor
- Emma Tschann

Meeting Adjourned: 1:55pm
Meeting Secretary: Leya Charles, filling-in for vacant secretary
Next Meeting Date/Time: February 10, 12:05pm

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
- Membership Committee Update
- Negotiations 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

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

Cindy Osborn: MPCA Meet & Confer Cmte Chair (Dul)

Melissa King: BWSR Meet & Confer Cmte Chair

Naveen Borojerdi: Region 3 Negotiator

Emma Tschann: Region 3 CAT Co-Lead

Aviva Meyerhoff: Local 301 co-CivEO

Brian Haf: Local 301 co-CivEO

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.

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

- Wed. Jan. 21
- Wed. Feb. 18
- Thurs. Mar. 26
4:30-6:00pm

MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of January 6, 2026:

- 439 members (77%) - 19 away from 80%
- 134 non-members
- 32 associate members (retirees)

Please contact Michelle if you'd like to join the Membership Committee!

Negotiations Update



Initial meetings are starting to happen to prepare for the next contract cycle

We are seeking feedback to improve future negotiations efforts & an informational session on contract negotiations is being planned.

Please reach out to Naveen if you want to be involved!

Local Budget Audit



Need 3 volunteers who love to quality control check documents, and numbers!

This is a 1x volunteer job for MAPE, expected to take 2 hours max.

Audit due March 15

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)

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!

2026 Steward Trainings



2026 Steward Trainings	Date
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

Specific times & event details should be posted on MAPE closer to next year:
<https://mape.org/events>

MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors met January 9th
 - MAPE Central Executive Director search update
 - MAPE President changes & next steps
- Next meeting: January 16th

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:

- Cindy Osborn, Interim - Chair (Duluth, 1402)
- Kristin Mroz Risse (St. Paul, 301)
- Shanna Schmitt (St. Paul, 301)
- Brianna Loeks (St. Paul, 301)
- Josh Kircher (Marshall, ?)

NEED: Volunteers from Mankato, Rochester, Brainerd, Detroit Lakes. Talk to your coworkers!

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

BWSR MAPE Meet & Confer Team



BWSR MAPE Meet & Confer Team:

- **VACANT, Chair (St. Paul)**
- Jason Weinerman, Vice Chair (Waite Park)
- Matthew Fischer (Bemidji)
- Steve Hofstad (Detroit Lakes)
- Erin Loeffler (Duluth)
- Suzanne Rhees (St. Paul)
- Alan Ritchie (St. Paul)
- Anne Sawyer (St. Paul)

Have an issue you care about?

Consider joining M&C!

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

BWSR Meet & Confer Updates



Working to identify a new committee chair.

Next meeting with the leadership team is 1/26/2025. Proposed agenda topics to include:

- Requesting an update regarding reasonable accommodations staff and supervisor trainings
- Requesting an update regarding standing meeting topic of RTO on monthly all-staff call and office based efforts to review office information (i.e. parking, meeting spaces, access, etc.) on the agency's intranet
- Continued discussion on creation of employer affirmative action committee
- Request for agency clarification and guidance regarding federal enforcement actions and effects of MPCA plan for BWSR staff co-located in offices with the MPCA.

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)
- *Michelle Belmont (301)*

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

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Kurt Carlson (Duluth)

Next meeting: ?

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

Civic Engagement Officers



- Our co-officers are Aviva Meyerhoff and Brian Hanf
- Caucuses are coming up on 2/3/26!
 - Governor's race, State Auditor's race, all house & senate districts
 - MAPE resolutions were submitted & we encourage members to bring these resolutions along
- Statewide caucus training 1/15

Let us know if you will attend your party caucus in February to help MAPE advance a pro-worker platform that increases state revenue so we can fully fund our work!

[Fill out form](#)

Involvement Opportunities



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 - anyone in the local!
- Event planners
 - anyone in the local

MAPE Local 301 Monthly Prize Drawing



Delightful SWAG!

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

