

Local 301 Membership Meeting

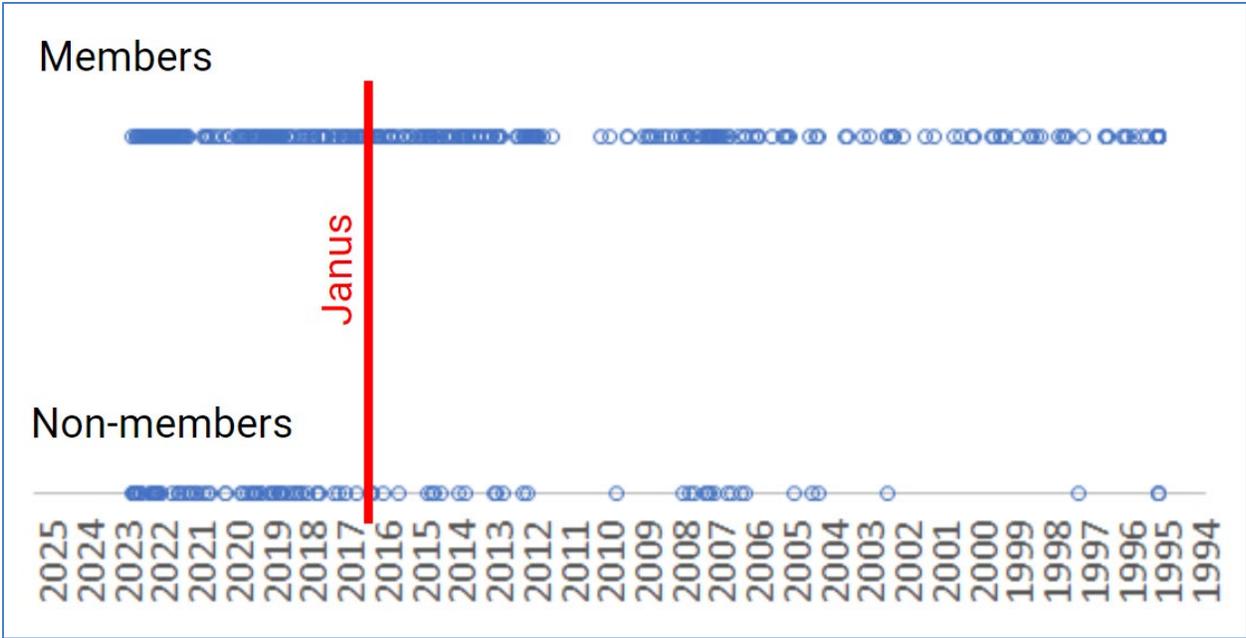
Tuesday, June 13th 2023, 12:05 pm – 12:55 pm, Microsoft Teams

Meeting called to order at 12:05 pm by Local 301 Vice President Schmitt

Attendees: 130

Welcome/Announcements, Shanna Schmitt, Vice President

- Shanna introduced herself and welcomed everyone to the meeting
- Local 301's Executive Team:
 - President: Brett Nagle
 - Regional Director: Mark Snyder
 - Vice President: Shanna Schmitt
 - Treasurer: Amanda Gorton
 - Membership Secretary: Chuck Krueger
 - Secretary: Barbara Monaco
 - Lead Steward: Kristin Kirchoff-Franklin
 - Deputy Lead Steward: Anne Claflin
- Membership Update and Membership Committee
 - Membership Secretary – “shall maintain a record of the Local’s membership records and promote member recruitment, retention, and involvement”
 - Activities
 - Presenting at NEO 1
 - Thank you Alexis Factor!
 - Conversations with new hires and non-members
 - Activities organized by MAPE central
 - Membership recruitment trainings
 - Phone banking
 - Door knocking
 - Membership Committee
 - As of 5/31/2023, 301 had a membership rate of 77.1%
 - BSWR is 81.6% and MNIT is 76.5%
 - Membership by Division
 - IND: 70.3%
 - RMAD: 81.7%
 - REM: 76.9%
 - MUN: 70.8%
 - EAO: 75.6%
 - Operations: 76.6%
 - Watershed: 83.3%
 - Many of our non-members have been hired within the last five years and we need to find good ways to connect to folks in a new telework world (organic conversations are harder to have)



- Please reach out to Chuck Krueger to set up new hire and non-member conversations.
 - If you don't have time, please plug MAPE with new hires!
- Not membership committee related - Please show up to the trainings this week AND the action in at MnDOT Training & Conference Center in Shoreview next Wednesday!
- Reminder to let the executive team know about life events:
 - Life events, such as births, deaths, and illnesses happen. We appreciate knowing about 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>
- Scholarships
 - Professional employees need ongoing training to maintain their competency, enhance their professional development and fulfill their continuing education requirements.
 - Five different scholarships are available, including one for your high school seniors.
 - Apply by June 30!
 - <https://mape.org/scholarships>

Type of Scholarship	Who is Eligible	Type of Education	Maximum Scholarship per Applicant
General Scholarship	Individual MAPE Members	Degree or Non-degree seeking continuing education	\$1,000

Spouse/Dependent Scholarship	Dependent or spouse of a MAPE member	Degree or Non-degree seeking continuing education	\$250
Ralph Cornelia Professional Development Scholarship	Individual MAPE members or groups of MAPE members	Job-related, non-degree seeking continuing education	\$1,000
Thomas Kernan Labor Scholarship	Individual MAPE Members	Labor-related studies	\$1,000
Marge Ramsey Scholarship	Individual MAPE Members	Job-related, non-degree seeking continuing education	\$3,000

- Delegate Assembly
 - Delegate Assembly (DA) is the governing body of MAPE.
 - We send 4 delegates & 4 alternates
 - Friday, October 27 (½ day) and Saturday, October 28 (plan for a full day)
 - It's a serious, but fun event and a great chance to meet people. Look for training opportunities and some fun swag too!
 - Message Shanna Schmitt if you're interested!
 - Nominations open July 5 and close July 19
- June Donation - International Institute of Minnesota
 - <https://iimn.org/>
 - Helping New Americans achieve self-sufficiency and full membership in American life.
- Local 301 Lunch
 - Tuesday June 27th 12:15-1PM (4th Tuesday of each month) in the Lower Level Conference Room of the MPCA
 - **Menu:** Indian food from India House in St. Paul!
 - Pass ideas for food to Shanna Schmitt
- Lafayette Park Locals Annual Ice Cream Social
 - Please join us on Tuesday, June 20 from 11:30 - 1:00 PM in the DNR Backyard Area for ice cream from Bridgeman's!
- Local 301/101 Discord Group
 - Would you like more opportunities to connect with your fellow union members, share a good union meme, or ask questions regarding contract negotiations?
 - We've started a discord group for our locals and we would encourage you to join and share with others! If you need a separate link, email Barbara Monaco at monacoba@gmail.com

Contract Update/Negotiations Team Update, Mark Snyder, Regional Director representing Kristin Kirchoff-Franklin Co-chair Negotiations committee

- <https://mape.org/proposals>
 - We've met with MME eight times now. We have agreed to 23 of their proposals and they have agreed to 2 of ours. The two are a modified U2 (Definition of Family) and U8 (Student Loan Reimbursement).
 - At our last negotiations meeting with MMB, they gave us an across-the-board proposal of a 2% increase in the first year and 1.5% in the second year. MMB has not moved from these numbers. We initially proposed 11% in the first year and 10% in the second year. We showed movement by going to 10% and 10%.
 - MMB's across-the-board proposal is insulting. The State has a \$17.5 billion budget surplus, and we are facing high inflation and major recruitment and retention issues.
 - Push Week is next week, June 20-23, and this is where the Negotiations team will need to decide to accept a tentative agreement or walk away. We will negotiate during the week, and we will likely have movement, but is the movement going to be enough? We want to reach a contract that we can all be proud of!
 - So, what can you do?
 - So far we've asked folks to sign on to the platform, sign up to receive rapid response texts, email Jennifer Claseman, and send a note directly to the Governor. These are all great actions and have helped. Now, we need to keep up the pressure. There are 4 important actions to take right now.
 - **1. Attend a contract escalation training.** We have three scheduled this week: June 13, 14, or 15 from 5-6 p.m. You can register for these trainings in the [MAPE Portal](#).
 - **2. Show up on Wednesday, June 21st at the DOT Training Facility in Arden Hills at 7:30 a.m.** This is the site of our negotiations with MMB. [Sign up in the MAPE portal](#).
 - **3. Update your personal contact info in the [MAPE Portal](#).** If negotiations stall, we will need to be able to get a hold of you outside of the State system.
 - **4. If you haven't yet, let Governor Walz know what you think** using the [linked contact form](#).
 - We can all do this together to get the wage increases we deserve! You will hear more next week as we head into Push Week.
 - Contract Escalation Training – 3 opportunities this week.
 - Your Negotiations Team has been working hard to bargain a fair contract with competitive wages, affordable health care and a flexible workplace. But Minnesota Management and Budget (MMB) is trying to leave workers behind again. Learn how you can help fight for benefits that will affect the rest of our State careers. Register for one of the following trainings:
 - [June 13, 5-6 p.m.](#)

- [June 14, 5-6 p.m.](#)
- [June 15, 5-6 p.m.](#)
- Please sign up to be part of the rapid response team via text messages (NO SPAM - only updates from your negotiations team reps)
 - Our goal is to get as much action from membership as we possibly can
 - SIGN UP NOW! We're going to have a battle, so please sign on to the platform
 - They (MMB, administration, etc) still want what they want, they have budgets that will be in conflict with our needs
 - ["Give me all the info" MAPE TEXTING signup](#)
- Only members can vote on our contracts!
- Be ready to show up and do something about it (read your emails, sign up for the rapid response, tell us your stories)
 - We need all 16,000+ MAPE-represented people to show up and be a member.
- <https://mape.org/committees/negotiations-committee-team>

MS Teams Policy, Shanna Schmitt, Vice President

- The Teams Policy that was introduced by leadership and presented to the LMC, was emailed to you with our agenda on Monday. Comments are due on June 15th.
- Please send comments to any Labor Management Committee (LMC) MAPE representative OR a Local 301 officer (we'll get them to the LMC).

Steward Update, Anne Claffin, Local 301 Deputy Lead Steward

- It's performance appraisal season!
- Tips:
 - Do the self-assessment - it's the best way to tell your supervisor what you did last year. DO NOT HOLD BACK on the great work you're doing
 - Make sure you have a meeting with your supervisor to discuss the appraisal - this is a good time to speak with your supervisor about reallocations.
 - Sign the appraisal - signing does not indicate agreement - it's acknowledging that you received it.
 - You have the right to write a statement that goes in your personnel file with the appraisal.
 - You have the right to appeal the appraisal - reach out to a steward if you want to do that.
 - Get input from all those that supervised you for a given year, it's your right
- Our stewards are:
 - Kristin Kirchoff-Franklin, Lead Steward (MPCA)
 - Anne Claffin, Deputy Lead Steward (MPCA)
 - Jen Crea (MNIT)
 - Bill Dunn (MPCA)
 - Claudia Hochstein (MPCA)
 - Jen Jevnisek (MPCA)
 - Barb Peichel (BWSR)
 - Melissa Wenzel (MPCA)

- Dave Wischnack (MPCA)
- <https://mape.org/locals/301> (Officers & Stewards tab)

Board of Directors Update, Mark Snyder, Regional Director

- Board of Directors met on May 19th
 - Most of the meeting focused on the legislative session as it was close to wrapping up at the time and also negotiations updates
 - The BOD approved revisions to the Stipend and Recognition policy (authored by Mark)
 - The BOD approved appointments to the Delegate Assembly Task Force
 - Delegate Assembly is scheduled for October 27th and 28th.
- Board of directors will meet again on June 23rd, at the end of Push Week
- Feedback is welcome, contact me at mark.snyder@state.mn.us or msnyder@mape.org!
 - If you use the msnyder@mape.org email, please send heads up via Teams prior!
- Every board meeting has time set aside for member comments (usually at 11:30 AM). If you have interest in addressing the board, I can help you with getting invited and other details.

MPCA Meet & Confer Update, Barbara Monaco, MPCA Meet & Confer Chair

- Supplemental negotiations concluded with no changes to MPCA Supplementals
 - Working to update language for Pay Differential for the next contract cycle through M&C
 - Employee-initiated relocation language part of main table contract negotiations so we rejected this proposal from leadership
- Discussed employee engagement survey results with leadership and their plans for addressing employees concerns
- Given wins at legislature discussed how will the agency will hire and onboard the extensive number of new staff
- As always, if you have anything you want to let us know, we want to hear from you. You can email us at mpca.mc.mape@gmail.com or at any of our state emails individually.
- Members
 - Barbara Monaco (St. Paul), Chair
 - Mel Markert (Brainerd)
 - Kristin Mroz-Risse (St. Paul)
 - Kristin Kirchoff-Franklin (St. Paul)
 - Kevin Mustonen (Duluth)
 - Brett Nagle (St. Paul)
 - Joel Peck (St. Paul)
 - Shanna Schmitt (St. Paul)
- Kaity Taylor just joined (thanks Kaity!)
<https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>

BWSR Meet & Confer Update, Melissa King, BWSR Meet & Confer Chair

- No update
- Asking for additional members, contact Melissa King if you're interested!
- Members
 - Melissa King (St. Paul), Chair
 - Annie Felix-Gerth (St. Cloud)
 - Steve Hofstad (Detroit Lakes)
 - Erin Loeffler (Duluth)
 - Gwen Steel (St. Paul)
 - Jason Weinerman (St. Cloud)
 - Matt Fischer (Bemidji)
 - Suzanne Rhees (St. Paul)

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

MPCA Labor Management Committee Members, Bill Dunn

- No update, next meeting is August 2nd. 2023
- Work statewide with multiple unions
 - we are asking for regional members (any union!) to sign up because we're missing representation
 - Work directly with AFSCME, the Engineers, and also MMA
- MAPE Members on Committee
 - Bill Dunn (St. Paul)
 - Brandon Montgomery (St. Paul)
 - Barbara Monaco (St. Paul)
 - Kurt Carlson (St. Paul)
- <https://lorax.pca.state.mn.us/labor-management-committee>

Prize Drawing, Chuck Krueger, Local 301 Membership Secretary

- Send Chuck recommendations for business as we get ready to buy our next round of gift cards
- Winners for the gift certificates for June:
 - Brittney Schuller
 - Natalie Brown
 - David Miller
 - Gwendolyn Jenkins

Meeting adjourned at 12:52 pm by Local 301 Vice President Schmitt

Next meeting is Tuesday, July 11th, 2023 at 12:05 pm