

Local 301 Membership Meeting

Tuesday, May 9th 2023, 12:05 pm – 12:55 pm, Microsoft Teams
Meeting called to order at 12:05 pm by Local 301 President Nagle
Attendees: 125

Welcome/Announcements, Brett Nagle, President

- Brett introduced himself 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
- 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>
- May Donation - Immigrant Law Center of Minnesota
 - <https://www.ilcm.org/>
 - Supporting families and strengthening communities since 1996. The Immigrant Law Center of Minnesota (ILCM) is a nonprofit agency that provides immigration legal assistance to low-income immigrants and refugees in Minnesota.
- Local 301 Lunch
 - Tuesday May 23rd 12:15-1PM (4th Tuesday of each month)
 - Menu: TBDelicious
 - Pass ideas for food to Shanna Schmitt
 - Trickster Tacos
 - Lands End Pasty Company! Has both traditional and vegetarian options. Small local company in Dinkytown. Wonderful food. Look them up on Facebook
- MAPE Committee Spotlight: Delegate Assembly
 - <https://mape.org/committees/delegate-assembly-da>
 - DA will be in person this year!
 - We send our Local 301 President, 4 delegates (elected), and 4 alternates (elected)
 - Delegate Assembly (DA) is MAPE's highest governing body. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections.
 - If interested in being a volunteer reach out to Brett Nagle or Mark Snyder

- What does a delegate actually do?
 - Sometimes Delegates propose Resolutions
 - Delegates vote on Resolutions
 - You may attend trainings if they're offered during DA
- How much time is involved?
 - You prepare for the meeting by attending online forums on the Resolutions (1-2 hours)
 - You attend the online budget forum (1 hour)
 - You meet as a group before the meeting once to talk through the Resolutions
 - You attend DA (Friday afternoon and Saturday in 2023) & lost time available for Friday
 - 2023 Delegate Assembly will be October 27-28th

Contract Update/Negotiations Team Update, Kristin Kirchoff-Franklin, Region 3 Negotiations Rep (and Co-Chair), and Claudia Hochstein, At-large Negotiations Rep

- <https://mape.org/proposals>
 - Healthcare will be negotiated separately
 - Right in the thick of contract negotiations, the videos will show EXACTLY what was presented to MMB
 - Proposals related to telework (addresses office closures), expanding the definition of what family is for the modern world (sick and bereavement leave), temporary and unclassified workers, length of service credit modification (elimination of vacation eligible criteria), and across the board increases.
 - Send your stories/experiences regarding how these proposals have impacted you (e.g. if your length of credit was denied, why was it denied, etc)
 - kkirchoff-franklin@mape.org
 - Jacob Smokovitz: Would that include paid graduate fieldwork as part of a master's program??
 - Are stories about getting the appropriate length of service credit also useful to serve as a point of comparison?
 - Yes please!
 - Do you want stories about all proposals?
 - Yes! But right now we need stories about length of credit *urgently*
 - When do wage negotiations start? MMB proposal says will be presented at a later date. Just want to make sure I'm not missing something
 - Great question! We've historically talked about wages during our push week, which occurs after the legislature has passed the budgets. However, this bargaining round, we are trying to engage them earlier about economic proposals. We are hoping to have this conversation at our bargaining round on May 23 and 24. We'll keep you all updated!
 - MAPE is still in the process of asking questions related to MMB's proposals and are meeting this week
 - Thursday and Friday: length of service credit and Temporary unclassified

- TA - tentative agreement
 - Drop - no longer on the table
- <https://mape.org/platform>
 - 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>

Steward Update, Kristin Kirchoff-Franklin, Local 301 Lead Steward

- It's performance appraisal season!
- Tips:
 - Do the self-assessment - it's the best way to tell your supervisor what you did the last year.
 - 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 Clafin, 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)

Cleanup Event Action: Kaity Taylor and Emma Tschann

- Event was hosted on May 3rd, over 30 folks showed up with their MAPE gear to show their unity and clean-up trash. WE DOMINATED and we were NOTICED
- Got on social media and the PCA Today and shared with the Organizing Council for informing other actions
- Cleanup Event Action: Next Steps
 - Delegation to deliver signed poster to Commissioner Katrina Kessler
 - Ask her to support our union during ongoing contract negotiations
 - Contact Emma or Kaity if you want to participate!
 - What's the plan?
 - Initial request to meet sent via email - the Commissioner did not agree to a meeting
 - Employee appreciation events are happening this week so they are planning to show the poster to the Commissioner during Cookies with the Commissioner tomorrow morning

Rally at the Capitol on May 9

- [Rally at the Capitol](#) on Tuesday, May 9 to join the push to make Minnesota the #BestState for workers and families!
- We want a state where all of our families – no matter our race, job, gender, zip code or wealth – have all that we need to live safe, happy and healthy lives. And this legislative session our elected officials are doing the work to make that a reality!
- Join MAPE and other coalition partner unions and organizations on the Capitol steps on Tuesday, May 9, at 3 p.m. to celebrate the amazing work we have done so far to make Minnesota the #BestState for workers and families. Meet at the Capitol tomorrow to add your voice to the ongoing work that needs to be done in the final weeks of this legislative session.

MS Teams Policy, Nila Hines, Data Governance Coordinator

- This will be a new policy that employees are required to review and acknowledge that they have read through the DKT (Document Knowledge Transfer)
- It is reflecting that we do a large majority of our work on MS Teams
 - We need to make sure that we do not share non-public data
 - Maintain official records within our official repositories (NOT Teams)
 - Reputational integrity - remembering that your chats are subject to data requests (retention policy may be longer for other agencies)
 - Conduct ourselves appropriately (don't write anything that you wouldn't want a judge to read)

Board of Directors Update, Mark Snyder, Regional Director

- Board of Directors met on April 21st
 - Board approved a plan for a special election for 2023 delegates (calendar forthcoming)
 - Elections to be held for odd-number Regions (me) and even-number Locals

- Accessibility Task Force will have an action plan for Board by July 1st
- Board of directors will meet again on May 19th
- 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

- Barbara Monaco has been nominated the MAPE MPCA Meet & Confer Chair
- Supplemental negotiations will be on Friday May 12th with MPCA leadership
- 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)

<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
- 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 May:
 - Carmen Netten
 - Cara Omana
 - Leya Charles
 - Cole Czech

Meeting adjourned at 1:00 pm by Local 301 President Nagle

Next meeting is Tuesday, June 13th, 2023 at 12:05 pm