

## Local 301 Membership Meeting

Tuesday, May 14, 2024, 12:05 pm – 12:57 pm, Microsoft Teams

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

Attendees: 72

## Welcome/Announcements, Vice President Schmitt

### Shanna said introductions and welcomed everyone to the meeting

- Local 301's Executive Team:
  - President: Brett Nagle
  - Regional Director: Mark Snyder
  - Vice President: Shanna Schmitt
  - Treasurer: Leya Charles
  - Membership Secretary: Chuck Krueger
  - **Secretary: vacant – please let us know if you're interested**
  - Regional Steward Director: Anne Claflin

## Announcements – Vice President Schmitt

### 1. Local elections later this year

- Local 301 will elect new local officers this fall. Start thinking about if you'd like to run for a local officer position! New terms start in January 2025!
  - President
  - Vice President
  - Secretary
  - Treasurer
  - Membership Secretary

### 2. 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>

### 3. May Donation – Immigrant Law Center of Minnesota

- Provides free immigration legal representation to low-income immigrants and refugees in Minnesota and North Dakota.
- [www.ilcm.org](http://www.ilcm.org)

### 4. Local 301 Lunch

- Tuesday, May 21, 2024 at 12:00 pm (typically the 3<sup>rd</sup> Tuesday of each month) in the Lower Level Conference Room of the MPCA
- Menu: roasted vegetables, Mediterranean, salumi, and fruit platters from Surdyk's

### 5. Spring Picnic!

- Thursday, June 27, 2024 from 5:00 - 7:00 pm
- Crosby Farm Regional Park – look for the pavilion
- Use 2053 Crosby Farm Trail, St. Paul, MN 55116 in your GPS

## 6. MAPE 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](mailto:monacoba@gmail.com)

## 7. Pension Plan - Divestment from military companies opportunity

- Similar to the fossil fuels divestment a few years ago, there is a movement to divest our pension investments from military companies.
- You can sign on to the effort on the Google interest form: <https://forms.gle/dXMbGGn1LcuKueZi7>
- If you're interested in joining the organizing effort, please contact Merideth Richmond from MAPE Local 901 (MDA)

## Membership Committee Update

- Brief introductions from new members

## Steward Update, Anne Claflin, Local 301 Regional Steward Director

- Our stewards are:
  - Anne Claflin, Regional Steward Director (MPCA)
  - Hunter Vraa, Deputy Steward (MPCA)
  - Jen Crea (MNIT)
  - Barb Peichel (BWSR)
  - Melissa Wenzel (MPCA)
- <https://mape.org/locals/301> (Officers & Stewards tab)
- Reach out to stewards with your questions.
- Let us help you make sure you are getting the right information about leave, reallocations, shifting to new positions, ADA accommodations, respectful workplace issues, FLSA exempt/non-exempt status, comp time and anything else that comes up!
- Especially reach out if we can help you with disciplinary actions.
- Join the stewards!
  - Advanced Steward Training: Jun 28
  - Local Steward Retreat: May 31

## Board of Directors Update, Mark Snyder, Regional Director

- Board of Directors met on April 26th
  - The Board heard a recap from those who attended the Labor Notes Conference
    - Is there interest in a discussion on workload issues?
  - Spring Special Elections update:
    - 2024 Delegates: Charity Fretty, Emma Tschann, Hunter Vraa, Kaity Taylor, Kristin Mroz- Risse, Wesley Knox, William Treumann
    - Regional Negotiator Representative: Hunter Vraa
    - Meet & Confer Chairs: Kaity Taylor

- Vacant Local Officers: Leya Charles (Treasurer)
  - Voting June 3 through June 13
- Next Board of Directors meeting: May 17<sup>th</sup>
- Feedback is welcome, contact me at [mark.snyder@state.mn.us](mailto:mark.snyder@state.mn.us) or [msnyder@mape.org](mailto:msnyder@mape.org)!
  - If you use the [msnyder@mape.org](mailto: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, Mark can help you with getting invited and other details.

### **Floating Holidays – Kristin Kirchoff-Franklin**

- A reminder to use your Floating Holiday before the end of the state fiscal year on June 30<sup>th</sup>
- If you can, when the new fiscal year begins, try and schedule your Floating Holiday. The more MAPE can show people use their floating holiday (so, not just at the end of June), the better.

### **MPCA Meet & Confer Update, Kaity Taylor, MPCA Meet & Confer Chair**

- Members
  - Kaity Taylor, Chair (St. Paul)
  - Mel Markert, Secretary (Brainerd)
  - Kristin Mroz-Risse (St. Paul)
  - Brett Nagle (St. Paul)
  - Shanna Schmitt (St. Paul)
  - Hunter Vraa (St. Paul)
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mPCA>
- Last Meet & Confer with Exec Team - March 13th, 2024
  - Listening Session overview – recognition and communication
    - MPCA MAPE Meet and Confer Committee provided an overview of the input MAPE members provided during last fall’s listening sessions on recognition and communication to management
    - See meeting notes on MAPE’s website for full details
    - Management was receptive to our suggestions and heard the input provided. We are looking forward to continuing conversations and real improvements.
  - Student Loan Reimbursement Policy - overview provided by HR
    - MPCA has developed a draft student loan reimbursement policy - available to share
    - Reimburse eligible employees for already incurred student loan payments.
    - Up to \$5,000 per calendar year per eligible employee, up to \$25,000 in total payments.
    - There is currently \$235,000 budgeted for the first round. Future amounts are not yet set and could increase or decrease.

- Tentative deadline to apply October 31, 2024 (application not yet available)
  - To be eligible, an employee must have been employed by the state for at least 18 months (this timeline is different depending on what union represents the employee)
  - If you receive a student loan reimbursement you must remain employed at least 1 year after receiving a reimbursement payment or pay back a prorated amount.
  - If the available funding is not sufficient to reimburse the total requested amount, MPCA has developed a draft list of conditions to consider.
  - Meet and Confer developed a FAQ - available to share
  -
- Other items:
  - In response to our ask for additional career development at the agency, HR offering the “Let’s Connect” series. Next event is today, May 14th, and focuses on Individual Development Plans (IDPs).
  - MAPE vacancy on Safety Committee! Please reach out if interested in joining. Term is 2 years. Time on committee is paid work time
  - Student loan survey to be sent out
  - Listening sessions on student loans, hybrid work environment. Looking at lunch, before, and after work opportunities.
  - MPCA will not change its name
- We are still wanting to expand how many regional offices we have represented on Meet and Confer, if you know of a MPCA MAPEr in a different local that would be a good fit, let Kaity Taylor or Kevin Mustonen know.
- 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](mailto:mpca.mc.mape@gmail.com) or at any of our state emails individually.

### **BWSR Meet & Confer Update, Suzanne Rhees, BWSR Meet & Confer Member**

- Members
  - Melissa King, Chair (St. Paul)
  - Jason Weinerman, Vice Chair (Waite Park)
  - Annie Felix-Gerth (St. Cloud)
  - Matt Fischer (Bemidji)
  - Steve Hofstad (Detroit Lakes)
  - Erin Loeffler (Duluth)
  - Gwen Steel (St. Paul)
  - Suzanne Rhees (St. Paul)
- <https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>
- Next M&C meeting Thursday, May 16 at 12:00 PM
- Next M&C meeting with Leadership Team is Tuesday, May 28 at 1:00 PM
- Have an issue you care about? Consider joining M&C! Contact Melissa King

## **MPCA Labor Management Committee Members**

- MAPE Members on Committee
  - Brandon Montgomery (St. Paul)
  - Kurt Carlson (Duluth)
  - Cindy Osborn (Duluth)
- <https://lorax.pca.state.mn.us/labor-management-committee>
- Meets quarterly
- 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 MGEC, and also MMA
- **We need a MAPE member to serve on the MPCA Safety Committee. Please let us know if you're interested!**
- In the last 10 years, because we asked and were involved, we have
  - Vacation accrual for non-government jobs
  - Paid parental leave
  - Student loan reimbursement
  - Phased retirement

## **Prize Drawing, Chuck Krueger, Local 301 Membership Secretary**

- Winners for the gift certificates for February:
  - Joseph Bozarth
  - Brigitte Hay
  - Jon Klapperich
  - Melissa Jones

**Meeting adjourned at 12:36 pm by Local 301 President Nagle**

**Next meeting is Tuesday, May 14, 2024 at 12:05 pm**