

Local 301 Membership Meeting

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

Location: Microsoft Teams

Called to order: 12:05 pm

Meeting Leader: Local 301 Vice President: Leya Charles

Attendees: 109

1. 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
 - Membership Secretary: VACANT
 - Secretary: Michelle Belmont
 - Regional Steward Director: Anne Claflin
 - Chat Monitor this month: Naveen Borojerdi
- Role Description:
 - Membership Secretary
 - Maintains a record of the Local's membership records
 - Promotes member recruitment, retention, and involvement
 - 2 year term
 - Attend monthly Local 301 Executive Committee Meetings (30 mins over lunchtime)
 - Average monthly time commitment is 2-4 hours per month
 - Other Roles: [Local Officers Position Descriptions](#)

2. Announcements

- Regular reminders about updating us of life events and to join the Discord group
- Upcoming Events
 - Join us for FOOD: Tuesday, Oct 21 @ NOON - Lower Level Conf Room
 - Please fill out the Food Dietary Needs RSVP form:
<https://forms.office.com/pages/responsepage.aspx?id=RrAU68QkGUWPJricIVmCjOS0T8R0HLILsl2zqeZXFL5UQjNISUpRTU1DSFI5UVVOUEtCMFoxSzA0UC4u&route=shorturl>

- Quinn had a death in family - sending thoughts and healing

3. Delegate Assembly Recap

- Presentation of images
- 2025 Delegate Assembly featured six new breakouts, five passed resolutions
 - MAPE is also building a mutual aid network as a voluntary system where MAPE members can build reciprocal relationships and practice contributing and requesting supports, including skills, resources, and services. Mutual aid networks empower people and prioritize solidarity over charity to address social, economic, and political challenges.
 - Delegates debated, amended and voted on four resolutions originally scheduled for the assembly. Delegates also voted to add a fifth resolution, In Defense of Immigrant Rights.
- The breakout sessions included:
 - Revenue Education by Eric Harris Bernstein, We Make Minnesota
 - Caucus Training by John Ferrara and Nicole Juan, Political Council Chair
 - Restructure by Michael Diedrich
 - Labor History by Russell Raczowski
 - Earned Sick and Safe Time (ESST) by Maureen Dunaway
 - Union Power Project by Andrew Ulasich
- Links to materials:
<https://mape.org/news/2025-delegate-assembly-features-six-new-breakouts-five-passed-resolutions>
- MAPE presents annual awards at Delegate Assembly
 - Organizing Council Achievement Awards
 - Locals with the highest number of new members: 301 with 80 new members
 - Political Council Awards: Lobby Day Turnout Recognition Awards
 - Locals: percentage of total MAPE-represented employees in attendance: 301 – 3.97%
 - <https://mape.org/news/mape-presents-annual-awards-delegate-assembly>

4. Membership Committee Update

- VACANT, Chair
- 440 members, 77.5% members, 128 non-members
- Get your MAPE swag from Andrew Carollo / Emma Tschann
- We are 15 members away from 80%

5. Stewards Update

- Anne Claflin, Regional Steward Director for Region 3
 - Jen Crea (MNIT)
 - Barb Peichel (BWSR)
 - Mark Snyder (MPCA)
 - Melissa Wenzel (MPCA)
 - Steven Speltz (MPCA)
- Join the stewards! [Training opportunities](#)
 - **Organizing as a steward - October 20th**
 - **Basic steward training - October 24th**
 - **Contract training - November 14th**
 - **Advanced Steward Training - December 12**

 - Lost time is paid by MAPE, if vacation time is used to attend.
 - <https://mape.org/resources/training/classes>
- 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.
- Concerns about Supervisor behaviors regarding ADA application retaliation

6. Board of Directors Update

- Board of Directors did not meet in September
- Mark met with Michael Dietrich, leader of the Restructuring Effort
 - Imbalance among locals
 - How to organize around agencies as well as geographically
 - Looking to meet with locals to present ideas and answer questions
 - Mark will coordinate to setup a listening session
- Next Meeting Oct 17th
- Upcoming Elections
 - **Kaity Taylor running for MAPE Statewide Secretary**
 - Election Timeline - nominations now closed
 - Statewide Candidate Forums: Oct 21 - Dec 4
 - Voting Begins Dec 5
 - Voting Closes Dec 15
 - Results Posted Dec 19

7. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
 - Cindy Osborn to step up as Chair if Kaity is elected Mape-wide Secretary
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- **Meet and Confer** - Next meet and confer - December 2025
 - **Return to office:** All PCA offices are now back to office. Much of our meeting focused on how this change is going and bringing issues from members to leadership.
 - **Safety concerns**, especially in the Lafayette Park location, continue. The agency is working on implementing a phone app called **Safe Corridor** that will provide folks walking to and from the agency, with no distance limit, added security.
 - **A group of health conscious MPCA employees** are leading a multi-collective bargaining unit effort to address concerns about illness in the office and solutions to the commissioner's office. They presented the commissioner's office with a letter (attached). This group is continuing to organize and there is a petition to sign (open to all PCA and MNIT @ PCA employees) Link: <https://forms.gle/WGNcDVF79uvQvGKT8>
 - **Equipment:** All daily workstations have been outfitted with the proper equipment; however, some equipment is being moved and/or removed from these areas. Operations has asked us to pass along that daily use equipment should not be moved. There is no budget to replace missing equipment. Following the Meet and Confer, Wayne Cords sent an agency-wide email regarding cleaning supplies and expectations for daily use spaces
 - **Air Quality and Work Location:** Bad air quality and telework was brought to the Labor Management Committee (MAPE, AFSCME, MGEC, MMA, and Management) meeting in August. There, we learned there will soon be a draft policy for addressing air quality and it will be shared with the unions, possibly in October. MAPE Meet and Confer also requested to receive and review the draft policy when it is ready.
 - **Student Loan Payment Reimbursement:** There is money set aside for this program to continue into the next fiscal year. It is funded with the amount as last year (\$235,000). The policy and FAQ for this program are saved on the Lorax here: <https://lorax.pca.state.mn.us/hr-policies/policies-and-guidance> under "Reimbursement". Past notes and updates from the program can be found in the below email updates as well.

8. BWSR Meet & Confer Update

- Melissa King, chair
- Vacancies exist on team, if anyone in BWSR would like to join!
- **Next meeting with leadership met on 9/22**

9. MNIT Meet and Confer Team

- Andi Morris, Chair
- Chris Butler, 301 / Michelle Belmont, 301
 - Upcoming meeting October 29
 1. Carolyn running for M&C Chair. Andi stepping down.
 2. Next Meeting (10/29) Agenda Topics:
 - RTO Discussion
 - Managers handling of ADA accommodations or other exemptions for RTO
 - In office dress code
 - Layoffs and supporting affected employees

10. MPCA Labor Management Committee - Kaity Taylor

- Kurt Carlson (Duluth) / Cindy Osborn (Duluth) / Kaity Taylor (StP)
- <https://lorax.pca.state.mn.us/operations/labor-management-committee>
- Vacancies exist on team, if anyone would like to join!

11. Civic Engagement Officer Update

- Our co-officers are Aviva Meyerhoff and Brian Hanf
- Leadership Academy has begun
 - 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-dEqOTzzTdfDeqKFbIn_lwftOqJ8yqbV8kRtUQUUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u
- Discussions upcoming on what are Causes and how they work

12. Union Involvement Opportunities

- 32-hour workweek Community Event: the fight for more time campaign
 - <https://workfour.org/mn-fight-for-more-time>
- Social Event: Happy Hour with DNR

- Leaders from local 101 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
 1. Thursday 10/23
 2. Wednesday 11/19
 3. Wednesday 12/17
- POLL of interested charitable group events
 - Results - Top Rated Choices with breakdowns (47 responses)
 1. Sanneh Foundation
 - https://thesannehfoundation.galaxydigital.com/need/detail/?need_id=1031650
 - a. First choice: 22 (47%)
 - b. Second choice: 9 (19%)
 - c. Third choice: 7 (15%)
 2. Habitat for Humanity
 - <https://www.tchabitat.org/get-involved/events>
 - a. First choice: 9 (19%)
 - b. Second choice: 8 (17%)
 - c. Third choice: 22 (47%)
 3. Doing Good Together
 - <https://www.doinggoodtogether.org/family-volunteering-twin-cities>
 - a. First choice: 0
 - b. Second choice: 19 (40%)
 - c. Third choice: 5 (11%)
 4. Second Harvest Heartland
 - <https://www.2harvest.org/ways-to-give/events-campaigns>
 - a. First choice: 5 (11%)
 - b. Second choice: 6 (13%)
 - c. Third choice: 4 (9%)
 5. Great River Greening
 - <https://www.greatrivergreening.org/events-calendar-sign-up>
 - a. First choice: 9 (19%)
 - b. Second choice: 3 (6%)
 - c. Third choice: 4 (9%)

- *MAPE 301 will be on the lookout for other volunteer opportunities – if you have any ideas, feel free to email Kristin at kristin.mroz-risse@state.mn.us.*
- Involvement Opportunities
 - Steward Trainings
 - MAPE PAC Door Knocking - Oct and Nov mape.org/committees/mape-pac

13. RTO Updates

- Mark Snyder - discussions at BOD for next steps
- More to share after Friday

14. Attendance Prize Drawing

4 MAPE Swag Items (T-shirt) to be selected by the following:

- Jennie Olson, MPCA
- Mallory Anderson, MPCA
- Ashley Grell, MPCA
- Michael Ginsbach, MPCA

Meeting Adjourned: 12:57 pm
Meeting Secretary: Michelle Belmont
Next Meeting Date/Time: Tuesday, November 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. Delegate Assembly Updates
3. Membership Committee Update
4. Stewards Update
5. Board of Directors Update
6. Meet & Confer Updates (MPCA, BWSR, DEED, & MNIT)
6. MPCA Labor Management Committee Updates
7. Civic Engagement Office Update
8. Community & social events
9. Union involvement opportunities
10. RTO updates
11. Prize Drawings!!!

MAPE Local 301 Executive Committee & Leadership



Executive Committee (2025)

Quinn Carr: President

Leya Charles: Vice-President

Amanda Swanson: Treasurer

Michelle Belmont: Secretary

VACANT: 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

Aviva Meyerhoff: Region 3 CAT Co-Lead

Meridel Phillips: Region 3 CAT Co-Lead

Jen Crea: MPCA Safety Committee, MAPE Rep

Monthly Chat Monitor: Naveen Borojerdi

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.
- **Join us for FOOD:**
 - October 21st at Noon, LL Conference Room



Want to get involved? Our openings...



Meet and Confer (M&C) Committees

- PCA: Kaity (Kaity.Taylor@state.mn.us)
- BWSR: Melissa (Melissa.King@state.mn.us)
- MNIT: Andi (Andrea.Morris@state.mn.us)

Labor Management Committee (LMC)

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

Contract Action Team (CAT) Contact Emma Tschann (Emma.Tschann@state.mn.us), Meridel Phillips (Meridel.Phillips@state.mn.us) or Aviva Meyerhoff (Aviva.Meyerhoff@state.mn.us)

Stewards

- Anne Clafin (Anne.Clafin@state.us.mn)
- Take steward training:
<https://mape.org/resources/training/classes>

Membership Committee

-

Food Committee

- Shanna Schmitt (shanna.schmitt@state.mn.us)

MAPE Local 301 Membership Committee



- **VACANT, Chair**
- Leya Charles - EAO
- Aviva Meyerhoff - MPCA
- Joseph Bozarth - MNIT
- Ellen Squires - DEED
- Amy Waters - MPCA
- Melissa Wenzel - RMAD
- Andrew Ching - MPCA
- Barbara Peichel - BWSR

Looking for anyone interested in doing outreach contacting new hires. Come join the committee!

MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of October 13th, 2025:

- 440 members (77.5%) - 15 away from 80%
- 128 non-members
- 32 associate members (retirees)

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

MAPE Local 301 Stewards



- **Anne Clafin, 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!

Organizing as a steward - October 20th

Basic steward training - October 24th

Contract training - November 14th

Advanced Steward Training - December 12

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

MAPE Board of Directors



Region 3 Director: Mark Snyder

- Board of Directors - no meeting in September
- Mark met with Michael Diedtrich, who is leading the Restructure effort
 - Currently have a lot of imbalance among locals
 - Looking at how to organize around agencies as well as geographically
 - Michael is meeting with locals to present ideas and answer questions
 - Do we want to schedule one? Would be separate from member meeting.

Next meeting: October 17th

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)

Upcoming Election



KAITY TAYLOR
FOR MAPE
STATEWIDE SECRETARY



Fall 2025 Elections

Nominations are now closed.

Oct 21 - Dec 4 - Statewide Candidate Forums

Voting begins Dec 5, 2025.

Voting closes Dec 15, 2025.
Results posted Dec 19, 2025.

MAPE MPCA Meet & Confer Team



MPCA MAPE Meet & Confer Team:

- **Kaity Taylor, Chair (St. Paul, 301)**
- Cindy Osborn, Vice Chair (Duluth, 1402)
- Mel Markert, Secretary (Brainerd, 1601)
- Kristin Mroz Risse (St. Paul, 301)
- Shanna Schmitt (St. Paul, 301)
- Brianna Loeks (St. Paul, 301)

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

MAPE MPCA Meet & Confer Team



September 11, 2025 Meet and Confer:

Return to office: Safety, equipment, telework agreements - The agency is working on implementing a phone app called Safe Corridor that will provide folks walking to and from the agency, with no distance limit, added security.

Air Quality and Work Location: PCA working on an AQI policy for field staff, will share with unions when drafted.

Student Loan Reimbursement - same dollar amount as last year. No word on timeline for this year

ADA requests: The Commissioner's Office agreed to look into additional opportunities for training and resources for both staff and supervisors on ADA. If you are still waiting on an ADA request to be processed, please reach out to our team and/or a MAPE Steward.

BWSR MAPE Meet & Confer Team



BWSR MAPE Meet & Confer Team:

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

Have an issue you care about?

Consider joining M&C!

Contact Melissa King!

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

BWSR MAPE Meet & Confer Team



HR support + communication while HR Director is vacant

ADA Requests Procedures & Staff training. Lack of staff understanding of agency procedures. Concerns regarding the submission, retention, and access to confidential medical info. Leadership agreed to seek out a source for training and plan a staff webinar to be recorded. Identified that a refresher training for supervisory may be in order.

Employee safety concerns. St. Paul based BWSR staff have shared reports of recent incidents and have shared concerns for personal safety

Employee Parking Concerns. St. Paul and Duluth offices.

Last meeting with leadership was held 9/22.

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>

MNIT Meet and Confer Team



- Carolyn running for M&C Chair. Andi stepping down.
- Next Meeting (10/29) Agenda Topics:
 - RTO Discussion
 - Managers handling of ADA accommodations or other exemptions for RTO
 - In office dress code
 - Layoffs and supporting affected employees

MPCA Labor Management Committee



MPCA Labor Management Committee MAPE Representatives:

- Cindy Osborn (Duluth)
- Kurt Carlson (Duluth)
- Kaity Taylor (Saint Paul)

Last meeting - August 6th

Next meeting - November

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

Civic Engagement Officers



- Our co-officers are Aviva Meyerhoff and Brian Hanf
- Leadership Academy has started!

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](#)

Community Event: The Fight for More Time



MAPE and our wonderful members lead a panel discussion on the fight for a 32-hour workweek!

<https://workfour.org/mn-fight-for-more-time>



Social Event: Happy Hour with DNR



Leaders from local 101 have reached-out and shared upcoming happy hours!

This is a change 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

- Thursday 10/23
- Wednesday 11/19
- Wednesday 12/17

Volunteer Opportunities updates



MAPE 301 will be on the lookout for other volunteer opportunities – if you have any ideas, feel free to email Kristin at kristin.mroz-risse@state.mn.us.

Quick Poll!

Involvement Opportunities



Event	Date	Time
Steward trainings	10/20, 10/24, 11/14 & 12/12	10/20 - Organizing as a Steward 10/24 - Basic Steward Training 11/14 - Contract Steward Training 12/12 - Advanced Steward Training
MAPE PAC Door Knocking	Several in October and Nov	https://mape.org/committees/mape-pac

RTO updates



- How the process is going - shift from MMB to agency -focused
- Phase 2: Respect in Workplace - next steps
- Updates and issues on safety, parking as well
- Coordinate with other agencies & locals

MAPE Local 301 Monthly Prize Drawing



No longer allowed to give out gift cards.

- T-shirt or
- Mug

