

Local 301 Membership Meeting

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

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

Attendees: 144

Welcome/Announcements, Vice President Shanna Schmitt

- 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: vacant
 - Membership Secretary: Chuck Krueger
 - Secretary: vacant
 - Lead Steward: Kristin Kirchoff-Franklin
 - Deputy Lead Steward: Anne Claflin
- Membership Update
 - New member introductions!
 - Daniel Strohl
 - Please reach out to Chuck Krueger to set up new hire and non-member conversations.
 - If you have time, please plug MAPE with new hires!
- 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>
- 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 in being an alternate delegate!
- September Donation - Neighbourhood House
 - <https://neighborhoodhousemn.org/>
- Local 301 Lunch
 - Tuesday September 26th, 12:15-1PM (4th Tuesday of each month) in the Lower Level Conference Room of the MPCA
 - **Menu:** Pizza Luce
 - Pass ideas for food to Shanna Schmitt
 - If you are vegan, please share affordable options with Shanna, Natalie, Chuck, Jen, Luis, or Andrew!

- 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

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

- Our stewards are:
 - Kristin Kirchoff-Franklin, Lead Steward (MPCA)
 - Anne Claflin, Deputy Lead Steward (MPCA)
 - Jen Crea (MNIT)
 - Bill Dunn (MPCA)
 - Barb Peichel (BWSR)
 - Melissa Wenzel (MPCA)
 - Dave Wischnack (MPCA)
 - Natalie Brown (MPCA)
- <https://mape.org/locals/301> (Officers & Stewards tab)
- Welcome Natalie to the Steward group!
- At the last Steward meeting there was discussion of reclassification/reallocation, so look out for Brown Bags on this topic coming up

Board of Directors Update, Mark Snyder, Regional Director

- Board of Directors met on August 18th
 - Discussed contract ratification (90% approval with 70% of members voting)
 - Discussed community engagement officer pilot - a local position to work the Political Council, like the Membership Secretary and Organizing Council
 - Help recruit people for day on the hill, i.e. Lobby Day
 - If you are interested, let Mark know! Seeking volunteers
 - Hope to have people in this role by the end of 2023
 - Most of the meeting focused on the contract TA
 - Discussed proposed budget for 2024 with dues update proposal
 - Strategic plan was approved in 2022 called for an equitable due structure to be proposed for the 2023 Delegate Assembly
 - Would update dues structure from current \$21/pay period to 0.75 x hourly rate, with a maximum of \$32.50 for dues
 - See more details at <https://mape.org/dues>
 - Must get passed at delegate assembly - this is not a done deal
 - Why the change in rates?
 - Be more equitable between new state employees that may be making less vs employees that have been in state service for a long time

- Board of directors will meet again on Sept 15th - will vote on a recommended budget to bring forth of Delegate Assembly
- 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, Kaity Taylor, MPCA Meet & Confer Chair

- 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
 - Kaity Taylor, Chair (St.Paul)
 - Mel Markert, Secretary (Brainerd)
 - Kristin Mroz-Risse (St. Paul)
 - Kevin Mustonen (Duluth)
 - Brett Nagle (St. Paul)
 - Joel Peck (St. Paul)
 - Shanna Schmitt (St. Paul)
- Next meet and confer is today!
 - Carry over from before negotiations
 - Emergency response command pay
 - Career development conferences
 - Upcoming listening sessions on engagement survey topics
 - New contract items
 - Phased retirement
 - Student loan reimbursement
 - Length of service evaluation

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

- 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, Vice Chair (St. Cloud)
 - Matt Fischer (Bemidji)
 - Suzanne Rhees (St. Paul)

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

- Updates
 - Next meeting is Sept 22 at 12 pm → BWSR staff welcome
 - Next meeting with Exec Team is Sept 25th at 8 am
 - Will be sending out a survey to staff on new contract item priorities
 - Working to schedule opportunities to discuss workload and related concerns with staff
 - Has been a topic over the past couple of years
 - Working with leadership team to find solutions

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)
 - Kurt Carlson (Duluth)
- <https://lorax.pca.state.mn.us/labor-management-committee>

CAT updates, Kaity Taylor and Emma Tschann

- Shift focus from contract actions to community building within our local
- Meetings moving from every two weeks to every month, but will still be 30 mins over lunch
- Contract Emma Tschann if you have ideas on events or activities that you would like to do with your local
 - Community service and volunteer work?
 - Local 301 cookbook?
 - Coffee and donuts?
 - We want to hear from you!
 - Book club? Movie group?

Contract Update/Negotiations Team Update, Kristin Kirchoff-Franklin Co-chair Negotiations committee

- Official implementation date - August 19th, 2023
- Pay raise and back pay will be showing up on Oct 6th paycheck
 - Back pay to July 1st, 2023
- <https://mape.org/mape-contract-2023-2025>
- Length of service credit

- What to include in written request to HR - reach out to Kristin to find out who the right HR consultant is for the MPCA
 - Intro - detailing what you are requesting
 - If you a new employee and asking for the credit
 - If you are a current employee but asking for more
 - Previous employer and dates of employment
 - If you have proof that you worked for the previous employer, you can provide it
 - If you don't, leave it off and let HR tell you what they need
 - Justification for how previous employment is related to current state position
 - Resume
- Will help with recruitment and retention
- Questions:
 - When can members start applying?
 - ASAP! Contract is in place
 - Any suggestions for what to do with being self employed?
 - HR will probably have specific asks for verification of employment
- Rich Ransom
 - It is all at the discretion of the agency

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 September:
 - Ian Babson
 - Leslie Hunter-Larson
 - Erik Brenegan
 - Rachelle Morken

Meeting adjourned at 1:00 pm by Local 301 Vice President Shanna Schmitt

Next meeting is Tuesday, October 10th, 2023 at 12:05 pm