

## Local 301 Membership Meeting

**Date/Time:** Tuesday Sept 9, 2025, 12:05 pm

**Location:** Microsoft Teams

**Called to order:** 12:05 pm

**Meeting Leader:** Local 301 President: Quinn Carr

**Attendees:** 132

## 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: Andrew Carollo
  - Secretary: Michelle Belmont
  - Regional Steward Director: Anne Claflin
  - Chat Monitor this month: Naveen Borojerdi

## 2. Announcements

- Regular reminders about updating us of life events and to join the Discord group
- **Upcoming Events**
  - Join us for FOOD: Tuesday, Sept 16 @ NOON - Lower Level Conf Room
  - Please fill out the Food Dietary Needs RSVP form:  
[https://docs.google.com/forms/d/e/1FAIpQLSegWjyHnaefgxcAtzAYyxTiMTqkXQ4hGtladKF5Bpy\\_HG3R0Q/viewform](https://docs.google.com/forms/d/e/1FAIpQLSegWjyHnaefgxcAtzAYyxTiMTqkXQ4hGtladKF5Bpy_HG3R0Q/viewform)
- Pay Increase
  - The backpay and ATB will be on the October 3rd paycheck for folks, barring any processing issues with SEMA4.

## 3. Delegate Assembly Updates

- Presentation from Michelle Belmont
  - [mape.org/committees/delegate-assembly-da](http://mape.org/committees/delegate-assembly-da)
  - Budget Approval - Forum and info online
  - Resolutions
    - Stipends Increased and Expanded

- Locals Providing Out-of-state Travel Allowed
    - Individual and Group Meals Allowed for Hybrid Meetings
    - Fixing the Date of Delegate Assembly Submissions
  - Legislative Agenda
- Your 301 Delegates
  - Bianna Loeks
  - Michelle Belmont
  - Quinn Carr
  - Samuel Nesheim
  - William Treumann
  - Kaity Taylor (alternate)
  - Janelle Perrera (alternate)

#### 4. Membership Committee Update

- Andrew Carollo, Chair ([andrew.carollo@state.mn.us](mailto:andrew.carollo@state.mn.us))
- 437 members, 77.9% members, 124 non-members
- Get your MAPE swag from Andrew Carollo
- We are 12 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.

## 6. Board of Directors Update

- Board of Directors met on August 22
- Voted to recommend proposed 2026 MAPE Budget for Delegate Assembly
- Voted to sign on to Environmental Justice Table effort opposing HERC
- Discussed RTO Phase 2 (more later in this meeting)
- Next meeting: October 17th (no September meeting due to Delegate Assembly)

## 7. MPCA Meet & Confer Update

- Kaity Taylor, Chair of MPCA Meet and Confer
- <https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>
- Meet and Confer - Next meet and confer - September 11, 2025
- Working collaboratively with other agencies that report to Lafayette Park regarding safety concerns
- RTO roll out at StP and Duluth office (flexibility, illness prevention, equipment concerns, etc.)
- Accommodation request backlog
- Will soon begin a planned effort to expand our team to each PCA office and bring in subject matter experts
- **Meet and Confer Chair election this fall, nominations opened Sept 5!**

## 8. BWSR Meet & Confer Update

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

## 9. MNIT Meet and Confer Team

- Andi Morris, Chair
- Chris Butler, 301
- Actively working with management, along with MAPE Pres. Dayton, about employees who are in a non-bordering state and therefore not exempt from the new telework policy (50% in office). Hoping to be able to come to an agreement on at least the folks who were working out of state as an ADA accommodation, but not a lot of footing for others in MNIT.
- Regular meetings with Labor Relations to stay ahead of MNIT layoffs.

## 10. MPCA Labor Management Committee - Kurt Carlson

- 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
- First full day training was Friday, September 5th
- Brian Hanf presentation
  - 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\\_lwftOqJ8yqbV8kRtUQUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u](http://forms.office.com/Pages/ResponsePage.aspx?id=pH3RRPh-dEqOTzzTdfDeqKFbIn_lwftOqJ8yqbV8kRtUQUpGUkhLRjdZU0ZRRE5JMTROREJSRUJYWC4u)

## 12. Union Involvement Opportunities

- Volunteer opportunity with Sanneh Foundation has been canceled due to organization relocation
- Community Event: The Fight for More Time  
<https://workfour.org/mn-fight-for-more-time>
  - MAPE and our wonderful members are leading a panel discussion on the fight for a 32-hour workweek!
  - This is a great opportunity to connect with other members, unions and people that share our goals for a work-life balance.
  - It will be on 9/27 from 1-3pm at the East Side Freedom Library, 1105 Greenbrier, St. Paul MN
- 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
  1. Thursday 9/25
  2. Thursday 10/23
  3. Wednesday 11/19
  4. Wednesday 12/17

- 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](mailto:kristin.mroz-risse@state.mn.us).

○

<b>Event</b>	<b>Date</b>	<b>Time</b>
Parliamentarian Overview	9/9	Noon to 1
Delegate Assembly Basics	9/11 or 9/16	Noon to 1
Delegate Assembly	9/19-9/20	Most of Friday, part of Saturday
Leadership Academy	10/10	1st of 3-part series, details with registration
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

○

### 13. 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

## 14. Attendance Prize Drawing

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



**Meeting Adjourned:** 12:53 pm  
**Meeting Secretary:** Michelle Belmont  
**Next Meeting Date/Time:** Tuesday, October 14, 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 Executive Committee & Leadership



## Executive Committee (2025)

**Quinn Carr:** President  
**Leya Charles:** Vice-President  
**Amanda Swanson:** Treasurer  
**Michelle Belmont:** Secretary  
**Andrew Carollo:** 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

# 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!!!

## Pay Increase



The backpay and ATB will be on the October 3<sup>rd</sup> paycheck for folks, barring any processing issues with SEMA4.

## 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://mipe.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:**
  - September 16th at Noon, LL Conference Room

# Delegate Assembly Updates



[mape.org/committees/delegate-assembly-da](http://mape.org/committees/delegate-assembly-da)

- Budget
- Resolutions
  - Stipends Increased and Expanded
  - Locals Providing Out-of-state Travel Allowed
  - Individual and Group Meals Allowed for Hybrid Meetings
  - Fixing the Date of Delegate Assembly Submissions
- Legislative Agenda

# Your Delegates



**Mark Snyder** Pollution Control Agency  
✉ [mark.snyder@state.mn.us](mailto:mark.snyder@state.mn.us)  
☎ (651) 215-0222  
Director, DA, Local 301

**Brianna Loeks** Pollution Control Agency  
✉ [brianna.loeks@state.mn.us](mailto:brianna.loeks@state.mn.us)  
☎ (651) 757-2546  
Delegate, Local 301

**Michelle Belmont** MNIT Services  
✉ [michelle.belmont@state.mn.us](mailto:michelle.belmont@state.mn.us)  
Delegate, Local 301

**Quinn Carr** Pollution Control Agency  
✉ [quinn.carr@state.mn.us](mailto:quinn.carr@state.mn.us)  
☎ (651) 556-6686  
Delegate, Local 301

**Samuel Nesheim** Pollution Control Agency  
✉ [sam.nesheim@state.mn.us](mailto:sam.nesheim@state.mn.us)  
☎ (651) 757-2147  
Delegate, Local 301

**William Treumann** MNIT Services  
✉ [william.treumann@state.mn.us](mailto:william.treumann@state.mn.us)  
Delegate, Local 301

**Kaity Taylor** Pollution Control Agency  
✉ [kaity.taylor@state.mn.us](mailto:kaity.taylor@state.mn.us)  
Alternate 01, Local 301

**Janelle Perera** Pollution Control Agency  
✉ [janelle.perera@state.mn.us](mailto:janelle.perera@state.mn.us)  
Alternate 02, Local 301

## Want to get involved? Our openings...



### Meet and Confer (M&C) Committees

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

### Labor Management Committee (LMC)

- Cindy Osborn  
([Cynthia.Osborn@state.mn.us](mailto:Cynthia.Osborn@state.mn.us))

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

### Stewards

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

### Membership Committee

- Andrew Carollo ([Andrew.Carollo@state.mn.us](mailto:Andrew.Carollo@state.mn.us))

### Food Committee

- Shanna Schmitt ([shanna.schmitt@state.mn.us](mailto:shanna.schmitt@state.mn.us))

## MAPE Local 301 Membership Committee



- **Andrew Carollo, Chair - EAO**
- 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 my committee!

# MAPE Local 301 Membership Committee



Introductions of new members (if willing and present)

As of September 9th, 2025:

- 437 members (77.9%) - 12 away from 80%
- 124 non-members
- 32 associate members (retirees)

Please contact Andrew Carollo ([andrew.carollo@state.mn.us](mailto:andrew.carollo@state.mn.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 met on August 22
- Voted to recommend proposed 2026 MAPE Budget for Delegate Assembly
- Voted to sign on to Environmental Justice Table effort opposing HERC
- Discussed RTO Phase 2 (more later in this meeting)

Next meeting: October 17th (no September meeting due to Delegate Assembly)

Contact Mark if interested in attending a Board of Directors meeting: [msnyder@mape.org](mailto:msnyder@mape.org)  
(Mark can also relay statements during member comments for anyone who has them but cannot attend)

## MAPE MPCA Meet & Confer Team



### MPCA MAPE Meet & Confer Team:

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

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

# MAPE MPCA Meet & Confer Team



## Next meet and confer - September 11, 2025

- Working collaboratively with other agencies that report to Lafayette Park regarding safety concerns
- RTO roll out at StP and Duluth office (flexibility, illness prevention, equipment concerns, etc.)
- Accommodation request backlog
- *Will soon begin a planned effort to expand our team to each PCA office and bring in subject matter experts*
- Meet and Confer Chair election this fall, nominations opened Sept 5!

# 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.

**Next meeting with leadership is scheduled for 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)

<https://mape.org/committees/meet-and-confer-committees/mnit>

## MNIT Meet and Confer Team



- Actively working with management, along with MAPE Pres. Dayton, about employees who are in a non-bordering state and therefore not exempt from the new telework policy (50% in office). Hoping to be able to come to an agreement on at least the folks who were working out of state as an ADA accommodation, but not a lot of footing for others in MNIT.
- Regular meetings with Labor Relations to stay ahead of MNIT layoffs.

## 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 - October

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

## Community Event: The Fight for More Time

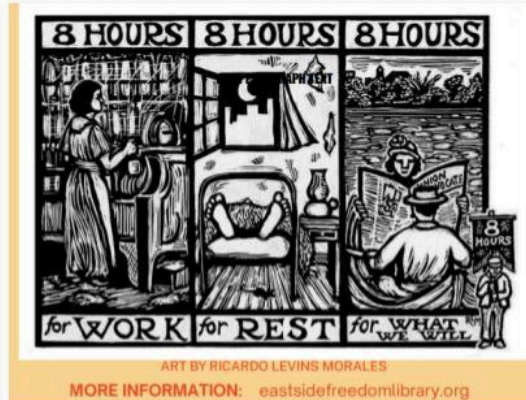


MAPE and our wonderful members are leading a panel discussion on the fight for a 32-hour workweek!

This is a great opportunity to connect with other members, unions and people that share our goals for a work-life balance.

It will be on **9/27 from 1-3pm at the East Side Freedom Library**, 1105 Greenbrier, St. Paul MN

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



## Civic Engagement Officers



- Our co-officers are Aviva Meyerhoff and Brian Hanf
- First full day training was **Friday, September 5th**

**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.**

[Fill out form](#)

## 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 9/25
- Thursday 10/23
- Wednesday 11/19
- Wednesday 12/17

## Involvement Opportunities



Event	Date	Time
Parliamentarian Overview	9/9	Noon to 1
Delegate Assembly Basics	9/11 or 9/16	Noon to 1
Delegate Assembly	9/19-9/20	Most of Friday, part of Saturday
Leadership Academy	10/10	1st of 3-part series, details with registration
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

## Volunteer Opportunities updates (cancelled for now)



**Sept. 29 food distribution event has been cancelled.** the Sanneh Foundation will be moving operations to a new location and need to cancel this volunteer opportunity.

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](mailto:kristin.mroz-risse@state.mn.us).



## 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



Drum roll, please!

- T-shirt
- Travel mug

