**August 6,** **2025 -** [Teams Link](https://teams.microsoft.com/l/meetup-join/19%3ameeting_MTY1NjQ0YzktNTljYS00OGYzLTliZTUtMzRlNDM4ZGE0MThj%40thread.v2/0?context=%7b%22Tid%22%3a%22eb14b046-24c4-4519-8f26-b89c2159828c%22%2c%22Oid%22%3a%227f6ef213-e7f5-416e-ad30-08b96084c8e0%22%7d" \t "_blank)

Start time 12:05 PM End time 1:00 PM

***Meeting Summary - scribed by Derek Duran***

Date, Time & Location: Wednesday, August 6, 2025

Next Meeting Date, Time & Location: Noon-1:00 p.m., Wednesday, **September 3, 2025**, online via Microsoft Teams.

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| **Topic** | **Key Points Raised** | **Decision/Action** |
| Welcome – Lisa Becker, President | Welcome! | No Action |
| Membership Secretary Report – Christian Noyce | Will host a River Boat Cruise on the Mississippi river, September 24 and September 25. Partnering with Local 701 as well. | No Action |
| Charitable Contributions – Rose Nordin | The committee's annual budget is $1,000, which is distributed to nominated and approved charitable organizations. Each selected charity may receive up to $500, unless only one organization is nominated, in which case it may receive the full amount. Funds must be used within the year and will not roll over to the following cycle.  Voting on this year’s charitable allocations will take place on October 1st. The deadline to submit nominations is Wednesday, September 24th. All nominations must be submitted to Lisa and must include the organization’s tax ID number along with the official eligibility form (e-form).  Nominators will have the opportunity to speak on behalf of the organizations they nominate. The committee also requires at least five members; those interested in joining should contact Lisa.  Contact Rose Nordin ([Rose.Nordin@state.mn.us](mailto:Rose.Nordin@state.mn.us)) with any questions you may have. | No Action |
| Treasury Report - Michael Zajicek | Short report on February-May – income has increased because of little to no spending.  Contact Michael Zajicek ([Michael.Zajicek@state.mn.us](mailto:Michael.Zajicek@state.mn.us)) with questions. | No Action |
| Steward Report – Mary Heim | Sent from Mary - Stewards sometimes get questions about performance evaluations. Let’s take a minute to review your contractual rights and some tips from stewards. The reference for this is currently under: Article 6 Employee Rights Section 3 Performance Appraisals: Employees are entitled to a minimum of one annual performance appraisal. Your performance appraisal shall include a rating of your overall level of performance. Employees shall be given the opportunity to sign the performance appraisal, but such signing does not indicate acceptance or rejection of the appraisal. You are entitled to a copy of your appraisal at the time you sign it and to be notified of any changes after you sign in. You have 30 calendar days from the date of the receipt of the finalized appraisal to file a written response in your personnel file. Please have someone you trust review this for you. Remember, this will be in your personnel file and a future supervisor may read it. Focus on your performance, not how incompetent your supervisor is or what an asshat they are. There are other avenues to address that, such as through the Respectful Workplace Policy. The substantive judgment of the supervisor regarding the employee's performance is not grievable/arbitrable. However, you may appeal your performance rating through your agency policies and procedures. You have 30 days to file the appeal, from the date of your official date of rating. Upon your request, a steward may attend the appeal meeting with you. The Appointing Authority shall not reference the Employee Assistance Program, ADA or FMLA on the employee appraisal form.  You are welcome to see guidance from a steward to assist with performance evaluations or any other employment related concern. We don’t always have the answer, but we will seek to find you a means to address your concerns.  Contact Mary Heim ([mary.heim@state.mn.us](mailto:mary.heim@state.mn.us)) or Catherine Okoneski ([catherine.okoneski@state.mn.us](mailto:catherine.okoneski@state.mn.us)) with questions. |  |
| Regional Director Report – Nate Hierlmaier | The Regional Director provided an update on the upcoming Delegate Assembly (DA), scheduled for September. While it is still unclear which proposals will advance, the DA’s key responsibility will be to pass the union's budget, including both revenue and expenses. The Board is currently reviewing potential recommendations to present to the DA, and members will have an opportunity to provide feedback on these before any decisions are made.  A major topic of discussion is union restructuring, prompted in part by return-to-office (RTO) policies and broader agency-related issues. The goal is to engage rank-and-file members as much as possible in rethinking how the union is structured, both organizationally and within the workplace. The Director noted that the last significant structural changes occurred in 2016 and 2018, emphasizing that nearly a decade has passed since then. A well-designed structure is essential for fostering relationships, building solidarity, and enhancing political power. Key considerations include improving the flow and allocation of union resources—such as the strike fund—and ensuring that information and access points for member involvement are working effectively. Currently, the union operates under a senate-like model, which has created imbalances in regional representation; smaller regions often hold disproportionate influence relative to their membership size.  The Director also addressed the Tentative Agreement (TA), urging all members to vote, regardless of their stance. Voting is a critical component of union democracy. Additionally, the union is transitioning away from its current data-sharing platform and will adopt Aptify, a system developed by unions for unions. This move reflects a commitment to data security and empowerment, recognizing that data is a key resource worth strategic investment.  Finally, the Director reflected on the union’s political strategy and suggested it may be time to expand efforts. With over 100 MAPE members working in each state senate district across Minnesota, there is significant untapped potential for political influence. The Director stressed the importance of moving beyond a single annual lobby day toward establishing consistent, ongoing meetings with state legislators to ensure MAPE priorities are heard. Organizational structuring will play a crucial role in enabling this kind of sustained political engagement.  Nate then handed over the presentation to Michael Deidrich who provided a presentation on the MAPE Restructure.  Contact Nate Hierlmaier ([nathan.hierlmaier@mape.org](mailto:nathan.hierlmaier@mape.org)) with any questions. | Motion Passed |
| Business Agent Report – Frank Cave-LaCoste | N/A  Contact Frank Cave-LaCoste ([fcavelacoste@mape.org](mailto:fcavelacoste@mape.org)) with questions. | No Action |
| Adjourn | Next Meeting: Noon-1:00 p.m., Wednesday, September 3, 2025, online via Microsoft Teams | No Action |

**Local 601 Leadership Team**

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| Position | Name | Email Contact |
| President | Lisa Becker | [lisa.becker@ssa.gov](mailto:lisa.becker@ssa.gov) |
| Vice President | Roberta Suski | [roberta.suski@state.mn.us](mailto:roberta.suski@state.mn.us) |
| Secretary | Derek Duran | [derek.duran@state.mn.us](mailto:derek.duran@state.mn.us) |
| Treasurer | Michael Zajicek | [michael.zajicek@state.mn.us](mailto:michael.zajicek@state.mn.us) |
| Membership Secretary | Sophie Nikitas  Christian Noyce | [sophie.nikitas@state.mn.us](mailto:sophie.nikitas@state.mn.us)  [Christian.noyce@state.mn.us](mailto:Christian.noyce@state.mn.us) |
| Regional Director | Nathan Hierlmaier | [nathan.hierlmaier@](mailto:nathan.hierlmaier@)mape.org |
| Regional Steward Directors | Mary Heim & Catherine Okoneski | [mary.heim@state.mn.us](mailto:mary.heim@state.mn.us) & [catherine.okoneski@state.mn.us](mailto:catherine.okoneski@state.mn.us) |
| Community Engagement Officer | N/A | N/A |
| Regional Negotiator | Jasen Bonnet | [jason.bonnett@state.mn.us](mailto:jason.bonnett@state.mn.us) |
| MAPE Assigned Negotiator | Kirsten Peterson | [Kirsten.peterson@state.mn.us](mailto:Kirsten.peterson@state.mn.us) |
| Local Contract Action Team Lead | Rachel Wittkopp | rachel.wittkopp@state.mn.us |
| MAPE Business Agent | Frank Cave-LaCoste | [fcavelacoste@mape.org](mailto:fcavelacoste@mape.org) |