

**MAPE General Meeting Agenda and Minutes**

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| Meeting Name: | MAPE General Monthy Meeting, Local 1304 |
| Date: |  |
| Time: | 12:00-1:00 pm |
| Location: | Online Platform |
| Attendees: | Attendance taken via Chat in Zoom. |
| Not present: | N/A |

**Agenda and Minutes**

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| Topic | Notes |
| Approve Agenda | N/A. |
| Review Action Items |  |
| **Standard Agenda Items** | |
| **Membership Update**  5 minutes | Communications sent out to new employees, here is who we are, etc. Those who have been here a while were also contacted.  Using a template and encourage them to set-up a time to meet Jim and Aaron.  66 percent members right now 68 total members  35 non-members. |
| **Search Committee Opportunities:**  5 minutes | Position notifications are coming in and it is important to serve on these searches. A lot of positions are in departments where MAPE is represented because of members being in these departments |
| **Business Agent update:**  Dan Englehart | 2.5% cost of living is coming in December  Contract was voted for unanimously. Contract Still has to pass the full legislation.  MOU for a vote for using sick leave for parents needing to stay home with kids who have to quarantine.  Review the contract, it is important to know our contract  Other items in the discussion are compensation for skills such as speaking another language than English. Contract language states ‘May..’ this is a way for one to negotiate for compensation for this skill. It needs to be a core function of your job, but it does not need to be in the position description. We (MAPE central) need to make the case for individuals. Waiting for MMB guidance.  MAPE is engaged in strategic planning for the union.  Membership has gone down. It doesn’t take much to have a drop in percentage of members. Recent right to work decisions at supreme court has directly impacted us. Pandemic has also been a factor in gaining membership. |
| **Meet & Confer Recap** | Q: How does DEED meet and confer work- R Schultz provided an overview. They meet quartley. We survey and compile issues and then meet with upper mgmt. and discuss the issues. We have been able to make progress.  Last months recap:  Covid Safety measures. Employees-there isn’t a lot of follow-up if you have been exposed and the process has been outlined and seems like we are in agreement and that will be forth coming. Faculty are informed and that process seems to work well.  ADA accommodations for staff are difficult to find, they took it seriously, but HR was going to address this and get more information out there on a webpage. Aaron will look and if it isn’t updated, we will bring it back to the next Meet and Confer.  Discussed the advisor turn-over. There was discussion about hiring, but not a lot of discussion about the high turn-over and retention. We should bring it up again and focus on retention rather than hiring.  We would like deeper discussion around retention.  The hiring process is also problematic because it takes forever to get information on the candidates, and candidates move on because they do not hear back. We should place this back on the meet and confer agenda.  Telework flexibility was also discussed. Supervisors can allow for flexibility. |
| **Additional Agenda Items** | |
| **Nominations for Membership Secretary** | Aaron Pierson and vote was taken and 93% have participated and we have elected Aaron for membership secretary |
| **Next years budget.** Lindsey and I have discussed some changes to recommend. We can present these for discussion today. Before next month’s meeting, we can send out the final budget and vote on it next month.  Lindsey presented budget and we will gather feedback and vote on it next meeting. Encourage members to provide feedback on the College budget meetings. Find out if there is a consensus we could push for as a local.  Ideas were floated about ways to utilize funds.  Please send ideas to Jim for next meeting. | |
| Have a drawing at Membership each membership meeting for door prizes. Lindsey has offered to head this up. | This idea was discussed amongst other ideas. |
| Offer an incentive to members who recruit new members. This would be managed by membership secretary and committee. | Another, idead would be give a gift card to those who have completed Steward training. Stewardship is a volunteer position. |
| Annual MAPE lunch starting this summer. Lindsey has also offered to lead this. | This is a good idea. Will need volunteers to help pull this off. |
| Member emergency fund. Jessica Denne has agreed to research lead this. | It is a project to create this, rules/how much can be given, tracking who has received etc. A lot to set-up, but it is a good idea. |
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| **Other business:** | Next Meet and Confer is December |

*November 17, 2021 agenda and minutes respectfully submitted: by Elizabeth Erredge. Secretary, Local 1304.*