



Executive Committee Minutes

19 January 2022

Present: President Megan Dayton, Vice President Angela Halseth, Treasurer Todd Maki, Secretary Michael Crider, Political Council Chair Cathleen Cotter, Organizing Council Chair Lauren Siegel, Meet and Confer Speaker Maureen Dunaway Interim co-Executive Director Leah Solo

Meeting held via email

Department of Revenue regional office closures MOU

M(President)SP to recommend for a vote of the general membership the DOR regional office closures MOU as drafted. **Passes 6/o/o**

Yes: President, Vice President, Secretary, Organizing Council, Political Council, Meet and Confer

No: none

Abstain: none

MDOR is closing two regional offices located in the cities of Saint Cloud and Mankato and there are a number of employees in the MAPE bargaining unit whose permanent work locations are currently assigned to one of these regional offices. Upon closure of each of the regional offices, the employees assigned to that regional office will be permanently reassigned to MDOR's Stassen Building office in Saint Paul. The distance between each of the two regional offices and Saint Paul is greater than 35 miles where, in cases of reassignment, Article 16 (Vacancies, Filling of Positions) would require a vacancy to be posted for a minimum of seven calendar days. Article 19 (Relocation Allowances) permits that employees are eligible for relocation allowances when the employee is reassigned to a new work location which is 35 miles or more from the employee's current work station. The employer and MAPE would prefer to avoid permanent layoffs of the employees whose current permanent work location is one of the two regional offices that MDOR is closing.

This MOU is limited to those employees whose current permanent work location is the Saint Cloud and Mankato Revenue office. The permanent work location for the employees affected by the closures of these offices will be changed and listed in SEMA4



as Saint Paul – Stassen Building. The employees whose permanent work location is changed due to the closures of the Saint Cloud and Mankato Revenue offices will be approved to telework on a full-time basis. If the employer ends the telework arrangement of an employee affected by the closures of the Saint Cloud and Mankato Revenue offices, the employee must report in-person to their permanent work location. If at the time the telework arrangement is ended, the employee's permanent work location is located in Saint Paul, the employee shall have the option to either report to work in-person to Saint Paul or to be laid off. If the employee chooses to be paid off, the layoff and recall provisions of the labor agreement shall apply.

This MOU also makes a modification of the labor agreement to permanently reassign the affected employees from their current permanent work location in the Saint Cloud and Mankato Revenue offices to Saint Paul without requiring the employer to follow either Article 16 (Vacancies, Filling of Positions) or Article 19 (Relocation Allowances). If an employee initiates a change to their residence, such change shall be considered voluntary and the employer will not reimburse the employee for any expenses associated with the employee's voluntary change in residence.

This MOU is not great. We have registered our frustration with the Governor's office and DOR senior leadership. They know we are not happy about it. We are keeping the conversation open because this is not the last MOU we will see related to office closures and telework to avoid layoffs.