MAPE Local 101 meeting 05-2021

Called to order 12pm

Dave welcome and intro

Harland and Dan contract TA update

We gained:

* wage increases,
* increased employer contribution to deferred comp,
* Juneteenth holiday,
* healthcare benefits with no cost increases

We fought back MMB threats to:

* seniority
* grievance process
* overtime
* furloughs

Overview of negotiation process:

* Survey, listening sessions, negotiation team planning
* Open bargaining (held virtually for the first time)
* MMB ended open bargaining; slow progress through June-July
* escalation through meeting with Gov Walz
* Push week held up by budget; pushed out to July
* Better coordination with AFSCME this year on healthcare bargaining
* TA approved by unanimous vote of negotiations team and Board of Directors
* Sept 8-17 is contract voting period; SER has 30 days to vote to approve; Legislature votes in May 2022
* Member actions helped throughout negotiations: online summit, petition, temp unclassified lunch action, Twitter campaign, letters to commissioner and governor, rally with ~1000 attendees
* COLA is 2.5% in FY22 and an additional 2.5% in FY23

Healthcare benefits overview

DEI gains include

* Additional pay for employees who communicate with the public in languages other than English
* Quarterly meetings with governor’s Office of Inclusion

Telework

* 14-day notice period for telework agreement changes
* Pilot program to resolve disagreements over telework agreements
* MMB continues to push back on demands around telework; agreements mostly handled per agency; DNR’s forthcoming policy should be fairly robust

Temporary unclassified status

* 21 day minimum notice period for end of status
* Shorter probation period

Miscellaneous wins

* Deferred comp match is now $250
* Lunch time restriction removed

We didn’t win: PPL expansion, job audits

Questions:

* Unclassified staff in DNR FAW are hearing that none will be made permanent, they may be let go instead of converted – Harland suggests organizing around this; a TU member of the negotiations team had his contract ended, probably in retaliation for working on this issue
* Next steps in contract approval: check MAPE website
* Any recourse for a MAPE position left unfilled for a long time? Maybe – ask a steward, business agent, or Meet & Confer member
* Lunch at the end of the workday ok now? – Wait for the contract to go into effect, or negotiate with your supervisor now
* When will pay bumps appear on paystubs? Probably around Nov-Dec
* Harland and Dan will take additional questions offline or this Thurs, 4pm on Zoom, see mape.org

Dan COVID update

* COVID leave has ended with governor’s emergency powers
* Push for return to more in-person work at some agencies – if any concerns around this, talk to Dan
* Courts say employer vaccine mandates are legal

Adjourned 1:08pm