



MAPE 101 Union Lines

April 2023

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Local 101 news

March events highlight



By Dave Skovholt, Local 101 vice president

For this edition of Union Lines, I want to highlight three events that took place at the end of March that all Local 101 members can celebrate:

1. On March 23, ballots were tabulated and we learned we'd have a new Local President, Alexis Lohse, and Secretary, Meghna Shroff. Yes! I had served one two-year term as president, am now the vice-president and was also the acting president. I'm excited to partner with Alexis and Meghana and our other dedicated board members, including Treasurer Tyler Teggatz and Membership Secretary Connie Stauffer, to continue to build and maintain the strength of our local. A full list of our local officers and stewards is at mape.org/locals/101.
2. On March 29, nine Local 101 members participated in [MAPE's Lobby Day](#). We started out at a community center in Shoreview, Minnesota, with a few hundred MAPE members from across many state agencies and parts of the state to prep for the day. We traveled together to the Capitol, held a rally in the rotunda and met with elected officials to let them know about the important work we do daily to support our state, as well as hold them accountable to support a fair MAPE contract. Many of our group were new to MAPE involvement, so hats off to those who attended the event and I hope this is just the start of your union activism.
3. And finally, the last one is personal. I made it! After five years of being a state employee, my [pension](#) become vested on March 19. The [Internal Revenue Service](#) describes it well: "Vesting in a retirement plan means ownership ... An employee who is 100% vested in his or her account balance owns 100% of it and the employer cannot forfeit, or take it back, for any reason." Fewer workers can access a pension plan and I'm blessed to now be vested in two union-supported pension plans.

MAPE benefits

Written and edited by: Connie Stauffer, Francis Li, Jed Becher and Maggie Snyder

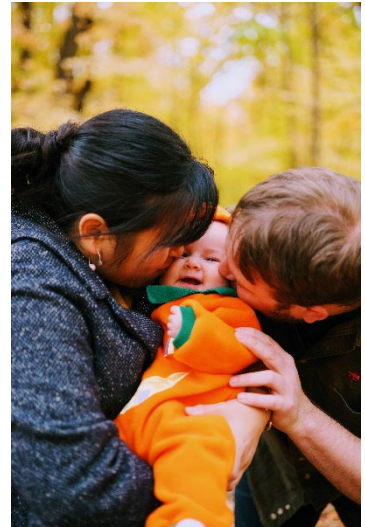
Paid parental leave (PPL)

Jeffrey Duvio, Minnesota IT Services (MNIT), 10 years of state employment

Our daughter joined this world in May of 2022, the year of the Tiger. She is now a happy and healthy 10-month-old, but seriously lacking hair (the wife blames my genes on this one).

Due to the PPL through MAPE's contract, I was able to spend time her while also helping my wife through the recovery process. The option to stagger the six weeks (one week on PPL and one week back at work) allowed me to keep up with my work and support my wife while hanging out with our little one.

Having that time helped when trying to navigate the process to getting all of documents in order (to include birth certificate, insurance, etc.), putting her on a waiting list for childcare and scheduling all the follow-up medical appointments due to minor complications from the pregnancy. I honestly don't know how any family manages to juggle all of this without having some time to figure it out. Thanks, MAPE!



Maggie Snyder, Department of Natural Resources (DNR), four years of state employment

I recommend working with Human Resources well ahead of when you think you might need the leave – my baby ended up coming three weeks early, so I was glad everything was ready!

When I found out I was pregnant, I looked up what benefits and resources were available to me in the MAPE contract. I worked with my Human Resources contact to get all the appropriate paperwork and figure out how and when to use PPL.

I knew I wanted as much time with my baby as possible and was glad to be able to spend dedicated time with her, both for bonding and for adjusting to such a big life change. I wish America had a year-long paid parental leave for everyone, like other countries! It's essential to have that time with your child.



Parenting options

PPL is available for the asking to employees who experience the following qualifying events. It must be completed within six months of the qualifying event and cannot be carried over or cashed out. PPL will run concurrently with any unpaid leave that parents may be entitled to under other provisions. Employees cannot receive other types of paid leave (sick, vacation, compensatory time) for hours during their PPL time away.

- An employee or their spouse or partner gives birth to the employee's child;
- A child is placed in the employee's home for adoption; or
- A child is placed in the employee's home to adjudicate parentage in cases of surrogacy when the employee is the intended parent.

More information: [Paid Parental Leave – Memorandum of Understanding Questions & Answers](#)

Minnesota Management and Budget (MMB)'s parental leave policy

Per [MMB's parental leave policy](#) depletes your accumulated sick leave first and then gives you additional paid time to spend with your new child up to six weeks. This arrangement was made available by MMB policy to all state employees. The references here are from the MAPE contract 2021-23.

What about sick time?

State employees earn four hours sick time a pay period or 104 hours a year. It can be used for the employee's medical appointments as well as for health care of family members. MAPE Article 12, Section 3. Prior to the PPL, members were given five days paid sick leave for birth or adoption of a child.

To qualify for unpaid leave under the [Family and Medical Leave Act \(FMLA\)](#), an employee must be employed by their employer for 12 months and work at least 1,250 hours during the year immediately preceding the leave.

FMLA entitles eligible employees of covered employers to take 12 workweeks of leave in a 12-month period of unpaid time, job-protected leave for a specified family and medical reason with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

Do I use sick leave or PPL during a certified FMLA period?

The basic rules on the use of sick leave during FMLA related leave have not been changed because of PPL. If leave stemming from the birth of the child has been certified as FMLA leave, accrued sick leave must be used prior to other forms of leave. Normally, new mothers need six weeks of recovery time from childbirth (without complications) and eight weeks of recovery time for a C-section birth.

While on FMLA and receiving short-term disability, can an employee use PPL?

Yes. An employee on FMLA and receiving short term disability benefits is not required to, but may choose to use sick leave, and then PPL after exhausting sick leave. After the short-term disability benefits end, use of PPL is required to run concurrently with any unpaid leave to which parents may be entitled (i.e., FMLA, leave under the state parenting leave statute M.S. 181.941, and parenthood leave under applicable contracts).

Get involved in your union



Help host a Local 101 hybrid meeting

By Connie Stauffer

When Local 101 leadership sat down for pizza at the Minnesota Department of Labor and Industry's (DLI's) St. Paul office in March and worked through some technology issues in the room, we were energized to further develop our hybrid meetings in person and on Zoom. We also realized that hosting our meetings take a team.

We are looking for volunteers to join a lunch and host team at your Local 101 location, including

1. Department of Natural Resources' (DNR) office in St. Paul
2. DLI's office in St. Paul
3. DNR's office on Warner Road
4. DNR's River Bend location on Randolph Road
5. Health Boards' offices

Roles

Lunch and host team roles for these meetings include:

- **On-site lead:** Sends the invitation to your location's MAPE members requesting in-person RSVP response and asking attendees to provide their food allergies.
- **Greeter:** Meets officers at the front door and bring them to the meeting room. Make sure to have a sign-in for everyone participating at your site. Note: This sign-in is attached to the event receipts for Local 101 reimbursement.
- **Food organizer:** Orders food delivery and be prepared to pay upfront. Be sure to order enough beverages, plates and napkins for those attending. Keep any receipts and the meeting attendance to attach to your reimbursement request. After the event, request reimbursement from the Local 101 treasurer.

Requirements

The location needs to have a room that is large enough for those attending and has technology to accommodate a hybrid meeting. Local 101 leadership also needs to know if any visuals are required for the meeting.

Be sure to reserve the room 15 minutes before and after the meeting times to troubleshoot the technology and set up and take down the in-person meeting room for dining buffet style.

Contact

If you are interested in hosting a hybrid meeting, email Connie Stauffer at connie.stauffer@state.mn.us and indicate the location you would like to host the meeting at. If you are going to be the on-site lead, indicate which month(s) you would like to host.

Contract corner

By Jed Becher, Local 101 Chief Steward

Grievances

- You have 21 days to file a grievance (a violation of the contract).
- [Contact a steward](#) when you think you might have a possible grievance.

Understanding the pay grids in the contract

The [MAPE contract](#) is posted on the MAPE website as both web pages and downloadable PDF files.

When looking at the pay grid information, it is important to **make sure you are looking at the correct grid.**



- The contract covers a 2-year period.
- One set of grids goes into effect July 1 of the first year of the contract, the second grid goes into effect July 1 of the second year.
- If a contract's implementation is delayed, the first-year grid might already be out of date and only affect back pay.
- When we do not have a current contract, the second-year grid is in effect until a new contract is implemented.

The screen grabs below are from the PDF file, [Pay Grids and Classes 2021-23 MAPE Contract](#).

We will look at the Information Officer (IO) and Information Technology Specialist (ITS) series on PDF page 64 since those two grids cover all MAPE members.

Classes and Salaries as of July 1, 2022										
JOB CODE	JOB TITLE	GRID	BARG	COMP	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
000577	Information Officer 3	14G	214	10L	25.25	37.02	4,394	6,441	52,722	77,298
003583	Information Technology Spec 1	14F	214	06M	22.82	34.26	3,971	5,961	47,648	71,535
003584	Information Technology Spec 2	14F	214	09O	25.18	40.95	4,381	7,125	52,576	85,504
003585	Information Technology Spec 3	14F	214	14O	29.83	49.03	5,190	8,531	62,285	102,375
003586	Information Technology Spec 4	14F	214	17O	33.13	54.64	5,765	9,507	69,175	114,088

Below is the rest of the Information Officer series from the bottom of page 63.

001314	Information Officer 1	14G	214	05L	21.43	31.00	3,729	5,394	44,746	64,728
000647	Information Officer 2	14G	214	07L	22.94	33.30	3,992	5,794	47,899	69,530

Almost all MAPE classifications use the 14G Compensation Grid, but the ITS series uses 14F so make sure you look at the right grid. The COMP column tells what Range you are at in the Compensation Grid. These are commonly discussed as 7L, 8L, 10L, 14L and so on. There are hourly, monthly, and yearly maximums and minimums.

Compensation Grid 14G, Effective date 07/01/2022 – 06/30/2023

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
		01	02	03	04	05	06	07	08	09	10	11	12
10	YR	52,722	54,580	56,397	58,318	60,468	62,473	64,728	67,087	69,530	71,932	74,521	77,298
10	MO	4,394	4,548	4,700	4,860	5,039	5,206	5,394	5,591	5,794	5,994	6,210	6,441
10	HR	25.25	26.14	27.01	27.93	28.96	29.92	31.00	32.13	33.30	34.45	35.69	37.02

Above we see a portion of the 14G grid from PDF page 18, corresponding to the Information Officer 3 series, a 10L. The 10 corresponds to the 10 in the far-left column. The row across the top from step A (01) to Step L (12) are what are referred to as "steps". If you are hired and brought in at the "bottom of the range" you would start at step 1 at \$25.25 / hour.

On your anniversary date, you receive one step increase unless you are told prior to your anniversary date that you are being denied your step or you are "maxed out". Management can deny your step based on poor performance. This is grievable - you have 21 days to have MAPE file a grievance upon receiving your step denial letter.

If you are "maxed out", all you receive going forward are the cost-of-living raises negotiated in the contract, typically 2-3% per year. This cost-of-living increase is why you'll see that the second year of the contract Compensation and Salary grids are 2-3% higher than the first year.

Below is a screen shot of the 14F Compensation Grid found on PDF page 13 used by the ITS series. Here we will look at the grid for the ITS1, a 6M. The first column shows the 6 range and then we can see the hourly minimum of \$22.82 / hour and maximum of \$34.26 / hour corresponds to the Class and Salary Grid at the beginning of this article.

Compensation Grid 14F

**Unit 214 Minnesota Association of Professional Employees
Compensation Grid 14F; Effective dates 07/01/2022 – 06/30/2023
This grid applies to Information Technology classes only.**

Range	Rate	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M
		01	02	03	04	05	06	07	08	09	10	11	12	13
06	YR	47,648	49,277	50,864	52,576	54,267	56,188	58,130	60,114	62,285	64,352	66,607	69,175	71,535
06	MO	3,971	4,106	4,239	4,381	4,522	4,682	4,844	5,009	5,190	5,363	5,551	5,765	5,961
06	HR	22.82	23.60	24.36	25.18	25.99	26.91	27.84	28.79	29.83	30.82	31.90	33.13	34.26

Meet and confer report-outs

DNR Meet and Confer notes

- Last meeting was Jan. 18. Did a recap of the facilitated sessions with the outside consultant. Highlighted that parental leave and the telework appeal items were good examples of our collaborative work. Discussed how timelines and timeliness was a problem and that MAPE feels disrespected when timelines change, and management does not communicate this change to MAPE.
- Spent a lot of time on Wildfire summarizing what is left to wrap up, getting very close to the finish line.
- A short presentation was given, and a request was made to reconsider a student loan forgiveness pilot.
- We asked about the status of the MMB Communication positions Hay Study. MMB has not fully defined the study yet. A Hay study is a method used by corporations and organizations to map out and align job roles in the context of the organizational structure.

Supplemental bargaining update – dates proposed and requested, have not met yet

- Will be asking to memorialize previous agreements related to fire into the contract.
- Addressing the vacation cap upon entering state service.
- Sick leave policy clarification.

MNIT Meet and Confer notes

- Last meeting was Feb. 1. The major topic of discussion was concerns about the DNR Service Desk Transition to MNIT Enterprise.
- Multiple staff were interviewed to share their concerns about how the move went and what issues remain. A time was set up to conduct a more detailed information sharing session with management.
- A group of MNIT employees are meeting to review the Performance Appraisal process and all subcomponents.
- Discussed the supplemental negotiations schedule.

Supplemental Negotiations – first session was March 6

- Management had one proposal, to significantly cut back on On-Call pay.
- MAPE had 12 proposals, 2 of them were related to providing firefighting support at DNR and are formally adopting language already in the DNR supplemental agreement.
- Deferred compensation vacation conversion.
- Amended holiday pay entitlement.
- Amended On-Call/Call-Back Pay – do not need to come into the office.
- Workplace safety leave.

- Telework modifications tying telework more to a person than the position.
 - Interest bidding – additional language.
 - Internal first consideration.
 - Reallocations and job audits.
 - Career paths.
 - Phased retirement.
 - Fire Pay – Rest and Recuperation days.
 - Fire Pay – overtime.
-

Members, mutts, and meows



Jared Walhowe works for the DNR as an Integrated Programs Coordinator with the Parks and Trails Division. He has a dog, Kirby, who is three years old and a cat, Lucille, who is 10 years old. Walhowe said Kirby likes to play fetch, go to dog parks and cuddle with Lucy and that Lucy likes anything warm and to cuddle with Kirby.

Local 101 newcomers



A big welcome to our new Local 101 folks. If you work with them, ask them if they have [joined the union](#) and help them get involved.

- Jaquelin Dubose, DLI
- Matthias Okenwa, DLI
- Kelsey Forward, DNR
- Megan Anderson, MNIT
- Lindsey Savage, DNR
- Fred Simon, DLI
- Lucas Rosen, DNR
- Jennifer Bucholz, DLI
- David Henkel-Johnson, DNR
- Genna Souffle, DNR
- Abdi Salah, DLI
- Ryan Brighi, DLI
- Bogale Abede, DNR
- Byron Millea, DNR
- Julie Geschke, DNR
- Traci Eicholz, DNR
- Nicole Loomis, Emergency Medical Services Board
- Linnea Lopez, DNR
- Bryce Melling-Smith, DNR
- Irene De Pellegrin Llorente, DNR
- Bob Welsh, DNR
- Sharon Benkufsky, DLI
- Michelle Krecklau, DLI
- Panhia Lor, Dentistry Board
- Ali Afsharjavan, DLI
- Yuri Jelokov, DLI
- Ethan Landy, DLI
- Jeffrey Lebowski, DLI
- Marie O'Neill, DLI
- Madison Rogers, DNR
- Emily Peters, DNR
- Amy Harger, DNR
- Nicole Varley, Board of Medical Practice

We are glad you are here!

About MAPE

MAPE members work in all segments of state of Minnesota service and are significant contributors to the high quality of life that is enjoyed by all Minnesotans. Find more information about the union on [MAPE's website](#).

MAPE's website also has [frequently asked questions for employees new to state government and MAPE](#).

You can find meeting minutes as well as past issues of Union Lines on the [Local 101 page](#) of MAPE's website.

What do you think?

What would you like to see featured? Do you have news to share? Any feedback welcome. Please email your ideas to mapelocal0101@gmail.com.