



## MAPE 101 Union Lines

April 2024

### Meet our Business Agent

*By Dan Engelhart, MAPE business agent*

Hello,

I am Dan Engelhart, your Business Agent. I have been at MAPE for 12 years. Prior to coming to MAPE I worked with the Minnesota Nurses Association as well as SEIU all over the United States. I also worked as an organizer on environmental issues and political campaigns, including the Late Senator Paul Wellstone's 2002 Campaign.

When I came to MAPE in 2012, I was excited about the independence of our union. We have no international union affiliation and are as member run of a union as I believe existed and still exists. The independence of MAPE is wonderful and requires dedicated talented staff committed to building power and developing leaders within our rank and file that understand core union values while practicing them by action every single day. Growing up in Wisconsin, and seeing what happened over there, motivated me to take on the business agent challenge and seize the opportunity to help MAPE avoid the realities Wisconsin has for its public sector workforce.



Business Agent Dan Engelhart

As a business agent, I view my primary role as identifying and recruiting leaders in our bargaining unit while helping them grow as leaders in our union and beyond. My goal for MAPE is for it to be a power-based union that shows up with strength in numbers in a powerful public manner. We've made lots of progress yet still have much more work to do. The last contract bargain was the most power-based we've had. We can learn from that, and I look forward to our effort to frame our work and push the state to truly be the public sector employer of choice in this next round of bargaining.

One example of the work I do as a Business Agent is standing up for "just cause" in any performance management issue up to and including termination. The Seven Tests of Just Cause are proven and fair

while also noting that a core union value is quality work. There are grievances for this role of worker's rights and other contract areas that need to be enforced as well. We have the workload meet and confer for more specific concerns and the statewide meet and confer at the agency level to address issues that are not a grievance or fully in the realm of contract bargaining. When we show up with strength in numbers we have power, we have a legally enforceable contract that has power as well.

Local 101 is an ideal assignment for me. As a union person, working with the Department of Labor and Industry is a great fit. DNR is near and dear to me as I love being active outside and care about our natural resources.

We have vacancies in Local 101 we absolutely need people to step in for! Local President, Negotiations Representative, Local Secretary, DLI Meet and Confer chair are all open — we need nominations for these positions by May 1. I am happy to help when in the role and discuss the role with anyone interested. Email me at [dengelhart@mape.org](mailto:dengelhart@mape.org).

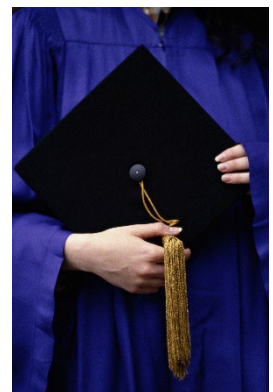
Finally, in my time at MAPE one thing is very clear to me, the work you all do is vital to Minnesotans. The work we do at MAPE is absolutely necessary to help an individual's work life be the best it can be and collectively to provide the best possible life for Minnesotans. We make state government better! I am proud to be your business agent and I fully realize your hard-working dues pay my salary. We have power in two fundamental ways, organized people and organized money. Let's keep organizing!

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## MAPE benefits

### Scholarships available for MAPE members

Did you know MAPE offers scholarships for job-related, degree, or non-degree continuing education? They are open to MAPE members or their spouses and dependents. Applications are open June 1 – 30. See the [MAPE Scholarships](#) page for more information.



## Members, mutts, and meows



### Tanya Alemu, Realty Specialist

Hi! My name is Tanya and I joined the DNR this January. I have been working with residential real estate for the last 10 years as a realtor and am excited to now be working with the DNR Lands and Minerals Division as a Realty Specialist. I love being a part of a collaborative team that works on complex issues. I am married with 2 boys, we live in Prior Lake and enjoy exploring the world during the year and spending summers at the lake.

**Fun fact:** I have lived in both India and Togo, West Africa with my husband and first child.

**Pets:** We have 2 sibling cats, Sporty and Jewel and recently added a new puppy, Lucy.

**What I like about MAPE:** I love the passion of the people who ensure that the employees have a fair and equitable contract.

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## Contract corner

Under the contract, employees can increase their vacation accrual rate, thereby the number of vacation days they earn each year, based on prior work service in the private and public sectors.

Each state agency has its own policy related to length of service credit. Some agencies put a cap on the number of years of credit an employee can receive while others do not cap the number of years.



At the DNR, eligible employees can receive up to five years of credit for prior public or private sector service work. At DLI, there is no cap on years of credit unless employees request credit for self-employment. In that case the credit cap is five years. MNIT has no cap.

Now MAPE Local 101 is requesting that DNR management lift the 5-year cap. "This is an issue that is widely felt," said Monica Weber, a member of the DNR's Meet and Confer Team. During Meet and Confer meetings, the issue of the vacation accrual cap has been discussed with HR.

"We hope for the most expansive policy that will help with staff recruitment and retention and benefit existing staff who may have previously received the capped 5-year credit," said DNR Meet and Confer chair Megan Benage.

To show strength in numbers, a petition to lift the cap is being circulated among MAPE-represented employees at the DNR. Weber said the hope is to have the majority of MAPE union members sign the petition. There are about 1,100 MAPE-represented employees at the DNR.

DNR HR is re-evaluating the credit for vacation accrual policy.

**DNR Staff:** [Sign the petition](#) to ask the DNR to implement the Length of Service Credit to its full capacity as outlined in the MAPE contract.

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## Meet and confer report-outs

**Special note:** DLI is looking for a meet and confer chair! This role works with the agency's senior management team to form a cooperative relationship to address workplace issues outside of the contract, without interfering with the collective bargaining process. If you are interested, or have questions about the position responsibilities, contact [Jed Becher](#).

## DNR Meet and Confer

- The DNR is making good progress in analyzing the communication series of positions. The goal is to have the review completed over the next several months.
  - On-call communication for wildfire was agreed to in supplementals. Changes will be communicated to supervisors and staff.
  - Human Resources is working on recommendations and to identify people who might be able to submit for length-of-service credit and laying out scenarios about lifting the cap for leadership to consider.
  - [Sign the petition](#) to ask the DNR to implement the Length of Service Credit to its full capacity as outlined in the MAPE contract.
  - Work is underway for naturalists being able to have regular time off with their families.
  - MAPE is looking into if the DNR would be able to get a class study for fisheries positions.
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## 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.

- Kangsan Lee, DNR
- Susan Montgomery, DNR
- Rachelle Roeckeman, DNR
- Eric Swiggum, MNIT
- Dariusz Szewcak, DLI
- Abdi Takhal, DLI
- Matt Simpson, Emergency Medical Services Board
- Lindsay Franklin, Dentistry Board
- Elizabeth Larson, Medical Practices Board
- Nicholas Budde, DNR
- Paul Enger, DLI

- Paul Nikstad, DLI
- Melissa Parra-Huizar, DLI
- Cat Plank, DNR
- Rebecca Bullers, DNR
- Tamara Simonich, DNR
- Andy Adams, DLI
- Tanya Alemu, DNR
- Amy Carroll, DNR
- Dave Dahlk, DLI
- Angela Douglas, DLI
- Genine Edem, DLI
- Seth Hagen, DLI
- Stepheni Hubert, DNR
- Madeline Jensen Christen, DNR
- Amy Meller, DNR
- Jason Benda, MNIT

We are glad you are here!

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## 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](mailto:mapelocal0101@gmail.com).