**MAPE Region 19, Local 1901
Meeting Minutes for 6/9/23**

* **Call to Order 12:05pm……..………………………...………………………………………..………………Adam Kamp**
* **President’s Report………………………………………………………………………………………………….Bob Tarrant**
	+ **Secretary Position.**
		- Bob thanked Jovae for taking the position and doing an exceptional job at being organized and thorough.
		- This position is currently vacant and leadership is looking to fill it. Please let Bob know if you are interested in doing this position.
	+ **MSOP Meet and Confer:**
		- We would like to get this up and going. We have one individual to help with this and initiate this. We need people from all parts of MSOP to help with this to be involved to help bring forth issues and sit in and help give us a voice in getting things taken care of. Please reach out to Bran Wiederich, Brian K brian.wiederich@state.mn.us Bob Tarrant, Bob robert.tarrant@state.mn.us or Adam akamp@mape.org if you would like to participate!
		- Welcome Billie Hahn to the Meet and Confer Team for MSOP!
		- Staff Safety with the MSOP Moose Lake incident. Bob is attending meetings with some of the MAPE Business Agent’s and discussing some DCT Safety concerns.
	+ **Strike Training (Bob/Adam/Sheenah/Lynn):**
		- We are having an in-person event on Wednesday June 14th from 4:30-5:30pm at Jake’s pizza where you can learn more about it and ask your questions.
		- There are also 3 Zoom events that you can attend too.
		- **What is the process?** If nothing is resolved then the strike vote goes to negotiations team, next to Board, then voted on by membership, then back to board and negotiations before even authorizing the strike---So it is a process.
			* If authorized, you would not get paid during this time, but MAPE does have a strike fund for full membership at minimum wage, so you have the potential to get some money while striking.
			* If the union does decide to strike, there will be a 7 day cooling off period prior.
			* It is important that you let Sheenah know where you stand on the issue.
			* Only full membership will have the ability to authorize the strike.
			* There was a discussion on the need for numbers and potential outcomes for those that cross the picket line.
		- **Why?** This year we have the power to make change. We are currently in a hiring crisis and so management needs us.
	+ **Negotiations:**
		- * Sent email to leadership letting them know about “Strike Readiness” Training. MSOP said no FMHP gave us the go ahead to have the training on campus.
* **Vice President’s Report………….………………………………………………………………………………….Jay Steffl**
	+ No Update
* **Treasurer’s Report…………………………………………………………………………………………….Nicki Buechner**
	+ No Update.
* **Secretary’s Report…………………………………………………..………………Jessica Waldron (Covering)**
	+ No Update
* **Membership Secretary’s Report…………………………………………………………………………….Matt Melvin**
	+ We are at the 74.51%. The desire is for this number to be 80%
	+ Please feel free to strike up conversations about how we are all fighting for same thing and we are power in numbers! Let Matt know if there is anything he can to help answer questions!
	+ Currently have 5 additional cards to enter in so that may change the membership number.
* **Chief Steward……………………………….......………………………………...............................Sarah Edwards**
	+ No Update.
* **Communication Secretary’s Report……………………………….......………………………………....Tyler Lyons**
	+ No Update.
* **Meet and Confer………………………………………………………………………..…………..……………Lynn Butcher**
	+ **Forensic Services Meet and Confer:**
		- Anything you want brought forward please reach out to Lynn Butcher lynn.m.butcher@state.mn.us , Bob Tarrant robert.tarrant@state.mn.us , and Jessica Waldron jessica.r.waldron@state.mn.us
		- Looking for help in sitting them! Power in numbers!
	+ **Supplemental Bargaining Updates:**
		- MAPE came to the table with a modest proposal package including overtime, shift differentials, a multilanguage pay differential, early retirement health insurance benefits for a small number of employees in certain high risk positions, & greater protections and predictability around telework.
		- DHS management had one proposal to allow MAPE to give management complete discretion to develop incentive programs in consultation with MMB but without any input from MAPE. Management did not define what these incentive programs looked like or how many MAPE members would be impacted
		- Management conditioned acceptance of any MAPE proposals on MAPE’s acceptance of their one proposal
		- [**https://mape.org/news/dhs-supplemental-negotiations-update**](https://mape.org/news/dhs-supplemental-negotiations-update)
* **Board of Directors……………………………………………………………………………………………Nicole Emerson**
	+ Next meeting is 5/19/23. If there is anything you want brought up please email Nicole! nemerson@mape.org
* **Region 19 Negotiator****……………………………………………………………..……………Sheenah Jewison-Gave**
	+ Please sign up to be able to text Sheenah directly about feelings around negotiation. She is here to listen and help people navigate through this time!
	+ If you are interested in getting updates faster, there is a rapid response MAPE texting link: <https://docs.google.com/forms/d/e/1FAIpQLSeRFxMHvOOS41gPIBaRmgWgQxBAhAjKuZ2pPsd0qNdnFiqGxQ/viewform>
	+ You can get updates in real time from a real person.
	+ All the town halls are posted as well and can provide additional updates. They are located on the MAPE website: <https://mape.org/bargaining-updates>
	+ Members are encouraged to write governor Waltz and there is a copy and paste letter that you can use.
	+ If you have any questions about MAPE negotiations or potential strike, contact her directly via cell 507-613-0061 or email: sjewison@mape.org
* **Business Agent………………………………………………………………………………..……………………Adam Kamp**
	+ - **Healthcare Negotiations:**
			* Met in coalition bargaining with all unions for Healthcare. Came in wanting to put in extra money into mental health and it will allow up to not have no co-pay in Tier 1 and Tier 2 for Mental Health Services. Walked away still fighting for CERP.
			* They are hopeful about getting CERP fixed at the table during push week.
		- **Negotiation Updates:**
			* Push Week is coming up at the end of June.
* **Member Concerns/New Business/Questions:**
	+ Strike information was raised specifically on the process and what it would mean for the local versus the whole state. We talked about the possibility of rallies, etc.
	+ Beth Zabel raised a question about reaching out to Jennifer Clasemen, MMB Labor relations Rep and let her know that we want their team to do better, specifically on what do better means.
		- We want them to come to the table and actually negotiate. Ex. Minimum wage at Menards is $20, whereas some of our starting rates for our positions begin at $24. MMB is not being respectful and not willing to negotiate.
	+ Meet and Confer-
		- Forensic Meet and Confer was rescheduled please let Jess Waldron, jessica.r.waldron@state.mn.us or Lynn Butcher Butcher lynn.m.butcher@state.mn.us if there is anything you want to be brought up!
* **Good Information to have:**
	+ **Tuition Reimbursement:**
		- <https://dhs.intranet.mn.gov/policies-procedures-forms/policies-summary/learning-development-policies/tuition-reimbursement-policy/index.jsp>
* **Next Meeting: Friday July 14th, 2023 from 12:00-1:00pm virtually or in Daisy.**

**Local 1901 MAPE Officers/Stewards and Contact Information**

Bob Tarrant, President & Steward…………………..………………………………………….…..……..……….….985-2748

Jay Steffl, Vice President, Steward …………………….….………………...…………………………………...…985-2142

Secretary …………..………………………………………….…………………...………..

Matt Melvin, Membership Secretary…………………….…..………….……………………...................................985-2527

Tylor Lyons, Communication Secretary, Steward, …………………………………………………...……………..985-2747

Nicki Buechner, Engagement Committee, Steward, Treasurer…………………………………………………….985-2991

Christina Berry, Steward………………………………..………………………………………………………………985-2595

Lynn Butcher, Steward ………………………………...…………………………………………...…………………..985-2835

Lance Dlouhy, Steward…………………………………………………………………………………………..……..985-2224

Sarah Edwards, Chief Steward, Steward Coordinator….………………………...…………………………………985-2047

Kat Graves, Steward………………………………..……………...……………………………………………………985-2712

Corey Hoffman, Steward………………………………………………………………………………..………………985-2349

Jennifer Jenniges, Steward……………………………………………………………………………………..………985-2214

Ray Knutson, Steward…………………………………………………………………………………………………..985-2156

Stacy Rutt, Steward …………………………………………………………………………………...........................985-2902

Jessica Waldron, Steward…………………….….…………………………….………………………………………985-2899

Tim Waalkens, Steward………………………………..……………………………………………………….………985-2859

Melissa Windom, Steward………………………………..……………………………………………………………985-2117

Melanie Wurtzberger, Steward……………………………………………………………………..…………………..985-2686

Courtney Zabel, Steward………………………………..………………………………………………………………985-2550

**MAPE Membership Engagement/Development/Organizing Business Agent:**

Adam Kamp akamp@mape.org………….............………………………………………………….…..… 218-460-6211

**Forensic Meet and Confer Committee:** Lynn Butcher, Bob Tarrant, Beth Zabel, Jessica Waldron; Lance Dlouhy; Corey Hoffman

**MSOP Meet and Confer Committee**: This committee is nonexistent at this time. We eventually would like to get this group going again.

**Labor Management Committee:** This is not necessarily happening, but Bob is working on staying in the conversation. Ran more as Interest Based Problem Solving now.