**Local 301 Membership Meeting**

**Tuesday, June 14th 2022, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by Local 301 Vice President Schmitt**

**Attendees: 86**

Exec Team in Attendance: Shanna Schmitt, Kristin Kirchoff-Franklin, Chuck Krueger, Mark Snyder, Barbara Monaco

Missing Exec Team Members: Brett Nagle, Melissa Peck, Anne Claflin

**Welcome/Announcements, Shanna Schmitt, Local 301 Vice President**

* Shanna introduced herself and welcomed everyone to the meeting. Brett, Local 301 President is in the field today.
* Local 301's Executive Team:
  + President: Brett Nagle
  + Regional Director: Mark Snyder
  + Vice President: Shanna Schmitt
  + Treasurer: Melissa Peck (accepted May 31st, 2022)
  + Membership Secretary: Chuck Krueger
  + Secretary: Barbara Monaco
  + Lead Steward: Kristin Kirchoff-Franklin
* Local 301 Social Tuesday June 28th 5-7pm (Urban Growler Brewing)
  + Please join us on Tuesday, June 28, 2022 from 5:00 - 7:00 PM for our Summer Social!
  + Appetizers and non-alcoholic drinks are on us! We're able to accommodate dietary restrictions based on the Urban Growler Brewing menu. If the pre-ordered food doesn't meet your restriction(s), please find one of the MAPE Local 301 officers and we'll put in an appropriate order. There are several non-alcoholic drinks available (kombucha, soda, lemonade, etc.).
  + We have a large tent on the patio reserved. RSVPs are appreciated (accept or decline the invite, resending on Wednesday), but not required. Guests are welcome. We look forward to seeing you there!
  + Free parking, lots of bike racks, and several bus routes and the Green Line light rail are within about a mile. Please visit [www.urbangrowlerbrewing.com](http://www.urbangrowlerbrewing.com/) for information on the location and their full menu (in case you decide to stay for dinner).
  + Bus lines 63, 67, and 87 run nearby. The 87 runs on Raymond Ave and has the closest stop (about ½ mile)
  + The Green Line runs on University Avenue and the Raymond Avenue Station is about 1 mile away
  + Thanks to John Gilkeson for the detailed transit info!
* Election Result
  + Statewide President is Megan Dayton (no opposition)
  + Statewide Treasurer is Chet Jorgenson
  + Organizing Council (4 spots) – *no accepted nominations*
  + Political Council (2 spots) – Nicole Juan, *no accepted nominations for the 2nd spot*
  + Trustee (1 spot) – Greg Ellis (no opposition)
  + Statewide Meet & Confer Committee Chairs
    - MPCA is Claudia Hochstein (no opposition)
    - BWSR is Melissa King (no opposition)
    - MnIT is Andi Morris (no opposition)
  + Local Negotiations Team Representative
    - Region 3 – Kristin Kirchoff-Franklin (no opposition)
  + Local 301 President – Brett Nagle (no opposition)
  + Local 301 Vice President – Shanna Schmitt (no opposition)
  + Local 301 Secretary – Barbara Monaco (no opposition)
  + Local 301 Membership Secretary – Chuck Krueger (no opposition)
  + Local 301 Treasurer – Anne Morris (no opposition)
  + Melissa Peck was appointed on May 31, 2022, thank you Melissa!
    - Thank you to Anne Morris for her service!
  + https://mape.org/resources/mape-documents/mape-internal-election-information
* Pride Month
  + In the US, Pride Month has been celebrated many years.
  + In 2000 President Bill Clinton officially declared June as Gay and Lesbian Pride Month.
  + In 2011, President Barack Obama expanded the observance to Lesbian, Gay, Bisexual, and Transgender Pride Month.
  + The roots of Pride have been traced back to the Stonewall uprising in New York City.
  + Twin Cities Pride is celebrating 50 years! [www.tcpride.org](http://www.tcpride.org/)
  + There are many ways to support our LGBTQ+ colleagues and fellow humans, including yard signs and speaking up when you observe hurtful behavior (be an upstander and be prepared by learning bystander intervention techniques)
  + From the MPCA’s Equity Committee: Sexual orientation, gender identity and expression resources (on the Lorax, <https://lorax.pca.state.mn.us/resources/diversity-and-inclusion/learn-more>)
    - [The ABCs of LGBTQIA+](https://www.nytimes.com/2018/06/21/style/lgbtq-gender-language.html) from the *New York Times*.
    - [What are personal pronouns and why do they matter?](https://www.mypronouns.org/what-and-why) from Mypronouns.org.
    - [How to respectfully use gender pronouns in the workplace](https://www.forbes.com/sites/forbescoachescouncil/2018/08/02/how-to-respectfully-use-gender-pronouns-in-the-workplace/) from Forbes.
    - [They/Them project](https://brentdundore.com/they-them-project/): podcast interviews by Brent Dundore.
    - [Why pronouns?](https://www.glsen.org/sites/default/files/GLSEN%20Pronouns%20Resource.pdf) from GLSEN
  + Look for the upcoming Courageous Conversations (June 16th, 2-3 pm) and the MPCA’s Celebration of Pride Panel (June 29th, 1-2 pm)
* Employee Resources Groups (ERGs)
  + The state has several Employee Resource Groups (ERGs), <https://mn.gov/mmb/ergs/>
    - Black, Indigenous, Women of Color
    - Equity & Justice Black Caucus
    - Minnesota Employees with Disabilities
    - Minnesota Millennials
    - MNclusive
    - Women Doctoral Network
    - Women IT ChangeMakers
* Affinity Groups
  + The MPCA has several Affinity Groups that meet over lunch
    - **BIPOC lunches**: Deepa deAlwis [deepa.dealwis@state.mn.us](mailto:deepa.dealwis@state.mn.us) or Mona Wong [mona.wong@state.mn.us](mailto:mona.wong@state.mn.us)
    - **LGBTQIA+ lunches**: Morgan Bolstad [morgan.bolstad@state.mn.us](mailto:morgan.bolstad@state.mn.us) or Mona Wong [mona.wong@state.mn.us](mailto:mona.wong@state.mn.us)
    - **People with disabilities lunches**: Astera Sundance [astera.sundance@state.mn.us](mailto:astera.sundance@state.mn.us) or Mark Snyder [mark.snyder@state.mn.us](mailto:mark.snyder@state.mn.us)
* Scholarships (due June 30th)
  + MAPE’s Organizing Committee administers several scholarships for MAPE members and dependents, <https://mape.org/scholarships>
    - Applications due June 30, 2022
    - Marge Ramsey Scholarship – for women for job-related, non-degree seeking continuing education, up to $3,000
    - Thomas Kernan Labor Scholarship – for labor-related studies, up to $1,000
    - Ralph Cornelia PD Scholarship – for job-related, non-degree seeking continuing education, up to $1,000
    - Spouse/Dependent Scholarship – degree or non-degree seeking continuing education, up to $250
    - General Scholarship – degree or non-degree seeking continuing education, up to $1,000
* Frontline Worker Pay
  + Frontline workers can now receive a $750 bonus, but must apply by July 22, 2022
  + <https://frontlinepay.mn.gov/submit>
* 2022-2027 MAPE Strategic Plan
  + The MAPE Board of Directors approved a new, 5 year strategic plan
  + Our Regional Director, Mark Snyder, will present an overview next month!
  + You can read the new MAPE 2022-2027 Strategic Plan online at <https://mape.org/media/3154>
* MAPE Business Agent Merger
  + Beginning June 1, 2022, all locals will now have a single Business Agent (instead of an Organizing Business Agent and a Enforcement Business Agency).
  + Our new, Local 301 Business Agent is Rich Ransom!
    - [rransom@mape.org](mailto:rransom@mape.org)
* Local 301 Donations – June Donation Minnehaha Food Shelf
* Life events
  + Life events, such as births, deaths, and illnesses happen. We appreciate knowing about events so that we can support our members if needed. Please reach out to anyone on the Local 301 Executive Committee, <https://mape.org/locals/301>.
* Juneteenth Holiday (this is part of our contract)
  + Juneteenth is a federal holiday, and a MAPE negotiated holiday, but not yet a State of Minnesota holiday.
  + Email from Deputy Commissioner Peter Tester on June 9, 2022. Email from the new BWSR HR Director too.
  + MAPE members have the day off, holiday pay
  + The MPCA office building will be open, but no MAPE members have been identified to work on June 20, 2022
  + Juneteenth events listed on the Lorax, <https://lorax.pca.state.mn.us/news/juneteenth-events> (but placed in the Chat for non-MPCA employees)
    - <https://sppl.org/juneteenth/>
    - <https://www.visitsaintpaul.com/blog/juneteenth-celebrations-in-saint-paul/>
    - <https://www.minneapolisparks.org/activities-events/events/juneteenth/>
    - <https://www.fox9.com/news/list-of-twin-cities-area-juneteenth-celebrations>

**Contract Update, Negotiations Reps, Kristin Kirchoff-Franklin and Claudia Hochstein**

* 2021-2023 MAPE Contract passed on May 20th, 2022
* The line for Holiday is there on your timesheets for Juneteenth, enter time as you normally would for a Holiday
* If you have any questions, please reach out to a Steward

**Steward Update, Kristin Kirchoff-Franklin, Local 301 Lead Steward**

* Our stewards are:
  + Kristin Kirchoff-Franklin, Lead Steward (MPCA)
  + Anne Claflin, Deputy Steward (MPCA)
  + Jen Crea (MNIT)
  + Bill Dunn (MPCA)
  + Melissa Wenzel (MPCA) Claudia Hochstein (MPCA)
  + Jen Jevnisek (MPCA)
  + Barb Peichel (BWSR)
  + Dave Wischnack (MPCA)

<https://mape.org/locals/301> (Officers & Stewards tab)

* Performance Review – Self-assessment
  + Recommend completing the self-assessment to give your supervisor help with what you’ve done the last year
  + If you have any questions, please reach out to a Steward
  + Formal performance review appeal process that can be used – questions should be directed to a Steward
  + Supervisor should be meeting with you and discussing it with you
  + If you’d like to see the form beforehand, there's a page on the Lorax that has a Performance Review section with all sorts of forms for Supervisors/Managers. <https://lorax.pca.state.mn.us/HR/supervisor-manager>....but in general, your Sup will send the form to you for the self-assessment!
  + Make sure your position description is up to date

**Board of Directors Update, Mark Snyder, Regional Director**

* BOD met on May 20th
* The Strategic Plan has been released! Mark will present an overview at a future meeting, but it’s on the MAPE website for anyone who wants to check it out now.
* The BOD received an annual audit report from our auditor. Everything was “clean” but we have funds parked at Affinity in excess of what is NCUA (FDIC for credit unions) – insured, so looking into options for better safeguarding.
* New statewide treasurer means some potential changes with Finance Workgroup. Meets again later in June.
* Feedback is welcome, contact me at [mark.snyder@state.mn.us](mailto:mark.snyder@state.mn.us) or [msnyder@mape.org](mailto:msnyder@mape.org)!
  + If you use the [msnyder@mape.org](mailto:msnyder@mape.org) email, please send heads up via Teams prior!

**MPCA Meet & Confer Update, Shanna Schmitt, Local 301 Vice President**

* Call for volunteers

**BWSR Meet & Confer Update, Melissa King, BWSR Meet and Confer Chair**

* + Meeting this coming Friday (June 17th, 2022)
  + Workforce adjustment form created to document expanded work responsibilities and areas, putting verbal agreements into writing
  + Change-over in Leadership team (one position has been backfield)
    - Positive discussions with new leadership
    - Hopefully another position will be backfilled soon

**MPCA Labor Management Committee, Bill Dunn, LMC MAPE member**

* Statewide committee with all collective bargaining units, commissioner does NOT participate.
* We work on building issues, work in collaboration with the meet and the confers.
* Also need new blood! Need volunteer
* Lorax LMC page <https://lorax.pca.state.mn.us/labor-management-committee>

**Membership Update and Drawing, Chuck Krueger, Membership Secretary**

* Membership Planning Retreat on June 10th
  + ~100 people statewide in attendance
  + Goal by end of 2022 – membership rate of 80% (currently in high 70’s, we need about 10 more members)
  + We have good ways to track who’s a member and who’s not (data management)
  + Need to work on follow-up with new employees who do not join right away after contact
  + If you are interested in helping out with the membership committee please reach out to Chuck
* MAPE merch! Come see Chuck. Chuck is on the 5th floor in the corner by the jail/gas station.
* Brittany Faust – new member in Watershed
* Ideas for new drawing (small businesses, union friendly, Minnesota-based, online options) – send to Chuck
  + The stanford and snelling location of Starbucks is unionized so if you're Starbucks-ing please support them!
  + Pizza Luce
  + Keg & Case
  + Black Garnet Books will be opening their brick and mortar shop in St Paul later this year
* Drawing Winners: Brittany Faust, Char Fawkes, Jenn Jevnisek, Drew Bahl

**Meeting adjourned at 12:41 pm by Vice President Schmitt**

**Next meeting July 12th at noon**