

**MAPE Local 101 Meeting Minutes**

**Tuesday, 6/14/2022, 12 pm – 1 pm, via MS Teams**

**Meeting called to Order at 12:00 pm by Dave Skovholt**

**# of Participants ~30**

1. **June 10th Member Planning Meeting Recap and Next Steps**
   1. (Pete Nikolai): Planning meeting recap. There were Membership and Recruitment discussions/sessions, breakout sessions, Topics included; developing goals and strategies for increasing recruitment, creating a recruitment plan, build up a Membership Committee to help recruit new members/attend member and onboarding meetings, setting up follow ups for New Hires, get a map of where Members are, survey of current Members to get data, setting up social events. Overall, it was a good event.
   2. (Connie Stauffer): The goal is to have a 2nd person contact every new MAPE Employee/Member.
   3. (Darci Wing): If a Member recruits a new Member, keep track of it, so we can do incentives/new highest recruiting member, etc. If someone wants to be on the Membership Committee and take new members to lunch, MAPE/Union will provide money for that lunch.
2. **MAPE Scholarships**
   1. (Darci Wing): Scholarships are available from 6/1/2022 – 6/30/2022: MAPE provides scholarships annually to its members> Information and applications are available the website (<https://mape.org/news/scholarships-available>). They are due by June 30th. Scholarships can be used for Spouses and Dependents.
3. **Survey for Negotiations**
   1. (Darci Wing): starting negotiation cycle. In early July, the Negotiations Team will be putting together a robust survey to all Members. One thing is Telework – we’ve proven that we can telework, so that will be a big thing for our contract. If there is something important to you to rally around, please bring those into the discussion. Remember, you must be a full member to vote. Chat Discussion: What's an issue should we prioritize for our next contract? Ideas from Meeting Participants included student loan forgiveness, cost of living increase, reimbursement for gym membership, transit subsidy, telework from out of state. Watch for the surveys sometime in July.
   2. (Monica Weber): We negotiate with the Governor and then pass it through the Legislation. Depending on who is vote in, we may or may not continue to get COLA/no telework.
   3. (Darci Wing): When we elect our Elected Officials, we are essentially hiring our own boss, so keep that in consideration when we are talking about negotiations/elections.
4. **Steward Summit and FMLA Training**
   1. (Jed Becher): Tracy Waterman is now a Steward. Yay! Will have some upcoming Retirements, so we welcome new ones.
      1. Grievances: We currently have 10 open grievances, 2 of which should be able to close. Of these 10, 8 are with DNR, and 2 are with DOL (which are pretty old ones).
      2. Steward Summit Update: subgroup of Stewards are planning a Summit Event at a Hotel. It will be a 1 day event, and topics were submitted in survey/results, panel discussions.
      3. Update on DNR Meet and Confer: the last meeting was April 19th. Worked on group reallocation, talked about appeal process, nursing mothers, telework appeal process, staffing and greeters at Offices. The next Steward Summit is slated for March 2023.
      4. Other: MMB Meeting – rest and relaxation days discussion Wild fire season – support our fire fighters/DNR. Asked for facilitation sessions for helping with Meet and Confer group – first one was good, this will help with our working relationship, mentioned Staff Exchange program, out of state telework, employee recruitment.
   2. (Darci Wing): Employee Rights Committee (ERC) has FMLA training for locals.
   3. (Jed Becher): Quick note about FMLA. Once you meet the criteria for FMLA, then the DNR is obligated to provide that FMLA time. This is a huge protection for you, so you can’t get dinged on your performance review for when you weren’t in the Office.
5. **MAPE Chief of Staff vs Executive Director Position**
   1. (Darci Wing): MAPE is talking about changing from an Executive Director position to a Chief of Staff model. What prompted the change? Previous Executive Director had “too much power” we found. Changing to a Chief of Staff model moves us towards a more Democratic group. This decision hasn’t been finally made – it is still in talks. It will be up to Board of Directors. If you have any Questions, contact Darci Wing (101 Director. [darci.wing@state.mn.us](mailto:darci.wing@state.mn.us), 651-284-5114).
6. **Frontline Worker Pay – implementation at our Agencies**
   1. There are a lot of State Employees who are eligible for Frontline Worker Pay. DLI is the lead agency, including Dave, who is working specifically on the Frontline Worker Pay program. Go to the website (<https://frontlinepay.mn.gov>) for criteria to see if you are eligible or not.
7. **On-Site Local 101 Open House (Recap)**
   1. (Dave Skovholt): The Open House went well! Let’s do another one. Maybe at DNR?
8. **Monthly Lund’s Gift Card Raffles**
   1. Congratulations to Darci Wing and Jenny Parsons.
9. **Updates from Meet and Confer Committees, Region 1 Regional Representative, Chief Steward, 101 Business Agent**
   1. Alexis Lohse is Negotiation Chair: there is an upcoming meeting to go over plans, and so forth. More info to come.
   2. Meet and Confer: have started discussions on student loan reimbursement, a rough raft of a survey is made up, more info to come.
   3. (Business Agent Dan Engelhart):
      1. Regarding Juneteeth – Legislation couldn’t figure it out. Is it a Holiday per Contract, so you get Holiday pay if you’re working on that day.
      2. A big focus for this Contract Survey is – what do want to win, what do we want to keep, how important are things to you, winning something new, keeping what we have, etc. A 2.5% cost of living adjustment is coming July 1st, 2022.

**Meeting Adjourned at 12:54 pm**

**Minutes taken by Meghana Shroff**