**Local 301 Membership Meeting**

**Tuesday, July 12th 2022, 12 pm – 1 pm**, **Microsoft Teams**

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

**Attendees: 65**

**Welcome/Announcements, Brett Nagle, President**

* Brett introduced himself and welcomed everyone to the meeting
* Local 301's Executive Team:
  + President: Brett Nagle
  + Regional Director: Mark Snyder
  + Vice President: Shanna Schmitt
  + Treasurer: Melissa Peck
  + Membership Secretary: Chuck Krueger
  + Secretary: Barbara Monaco
  + Lead Steward: Kristin Kirchoff-Franklin
* Thank you to the Exec team for the successful social held at Urban Growler
* Disability Pride Month
  + [Mindset Matters: Disability Pride Month Is Here, Now What? (forbes.com)](https://www.forbes.com/sites/jonathankaufman/2022/07/08/mindset-matters-disability-pride-month-is-here-now-what/?sh=11910268110a)

"What Disability Pride offers is the notion that disability itself, is not bad, just different."

* + [It’s Perfectly OK To Call A Disabled Person ‘Disabled,’ And Here's Why | HuffPost Life](https://www.huffpost.com/entry/what-to-call-disabled-person_l_5d02c521e4b0304a120c7549)

Discussion of person-first vs. identity-first and how to address folks with disabilities

* + [It’s Time To Stop Even Casually Misusing Disability Words (forbes.com)](https://www.forbes.com/sites/andrewpulrang/2021/02/20/its-time-to-stop-even-casually-misusing-disability-words/?sh=3f3b2b327d4e)

Discussion of ableism and the role our language plays

* + Key takeaways/general rule:
    - First, don’t use the small handful of terms that disabled people themselves consistently tell us are entirely off limits. Don’t argue the point or try to come up with logical inconsistencies. Just do as asked, because it’s the decent, respectful thing to do.
    - Second, try not to use disability-related words to describe any person, thing, idea, or situation as in any way bad. Doing this reinforces the ableist habit of thinking that disabilities are always negative. This is harmful even if the specific use of these words isn’t directed at a person, or intended to offend or insult anyone.
  + This is not about tone policing – it’s about being respectful.
  + People can ask for ADA accommodations, a steward can help you with this, be with you on the process, reach out if you have questions
    - Accommodations are broad are there to help people be successful in their work (situational on what is reasonable per person and per need)
    - Software and hardware changes can be included in these accommodations.
    - Job accommodation network is a good resource too: <https://askjan.org/>
  + From the MPCA’s Equity Committee: Disability and accessibility resources (on the Lorax, <https://lorax.pca.state.mn.us/resources/diversity-and-inclusion/learn-more>)
  + [Accessibility vs. inclusion](https://www.theaccessiblestall.com/episode-25-accessibility-vs-inclusion/): an episode from The Accessible Stall podcast about disability issues (33 min.)
  + [The Secret Life of Deaf Superhero](https://longestshortesttime.com/episode-86-the-secret-life-of-a-deaf-superhero): an episode from the podcast Longest Shortest Time (42 min.)
  + [What would a truly disabled-accessible city look like?](https://www.theguardian.com/cities/2018/feb/14/what-disability-accessible-city-look-like): from The Guardian.
  + [Tips on serving customers with disabilities](https://www.ddsb.ca/AboutUs/Accessibility/Documents/Accessibility%20Tips.pdf) from Ontario Education Services Corporation.
* 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 soon!
  + You can read the new MAPE 2022-2027 Strategic Plan online at <https://mape.org/media/3154>
* Local 301 Donations – July Donation Every Meal
* 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>.

**Contract Update/Negotiations Team Update, Claudia Hochstein, Negotiations Rep**

* Kristen was elected co-chair of the negotiations teams
* Started meeting as a negotiations team at the end of June
* Survey coming out soon – what do we need to be pushing for as a union
  + Building CATs (Contract Action Teams), members of the CAT will be responsible to talk to about 10-12 people, getting people to sign petitions, write letters, show up and stand up for our contract
  + If anybody is interested in being a CAT member please reach out to Kristin or Claudia
* Claudia has been appointed and is awaiting board approval (BOD is meeting this coming Friday)

**Steward Update, Anne Claflin, Local 301 Deputy 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 Reviews
  + Self-assessments are very important to help advocate for yourself and plan for your future development
  + Performance Review – make sure you sign the documents even if you disagree, that ensures you will be included on any changes that are made
  + If you are denied your annual step increase, we can grieve that, but we cannot grieve the Performance review itself
    - Talk to a steward if you are unsure of how to navigate your step increases or if you have questions about the process!
    - Letters of expectation – please discuss with a steward to see if these have/can be removed from your file

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

* As noted above, Mark is working on an overview of the Strategic Plan and welcomes questions or comments if you happen to read through it, so he knows what to highlight
* BOD did not meet in June due to Labor Notes Conference
* BOD meets on Friday (July 15th) so there will be an update at the August meeting
* 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, Claudia Hochstein, MPCA Meet & Confer Chair**

* Call for volunteers!
* Meet and Confer has been pushed back due to scheduling conflicts
* Currently focused on return to office questions and safety issues regarding the Lafayette
* If you have any concerns or issues that you would like to raise to the members of the Meet and Confer please reach out at any time
* Regional Offices issues included!

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

* Melissa was not available

**Labor Notes Conference, Claudia Hochstein**

* Labor Notes has a magazine, website, books, conferences, and workshops that promote and educate about organizing and building strong, member-run unions
* You can watch the keynotes (including speeches from Bernie Sanders, Starbucks United organizer Michelle Eisen, Amazon Labor Union's Chris Smalls, and Minneapolis Federation of Teachers' Marica Howard) here: <https://labornotes.org/blogs/2022/06/videos-2022-labor-notes-conference>
* If you're interested in any educational opportunities through Labor Notes, contact Claudia Hochstein!
* MAPE sent 27 people to the conference to Chicago
* Kristin attended tracks focused on Stewards and Negotiations
* Claudia Attended tracks regarding organizing and implementing anti-racism into the core of the organizations
  + Organizing is important not just for compensation but for dignity and safety as a worker
  + Secrets of a successful Organizer

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

* One new member
* Noon, August 2nd membership committee is going meet to review org charts and start planning the Fall membership drive
  + Please reach out to Chuck if you would like to be involved!
* Drawing Winners: Wilson Tindi, Tim Lockrem, Regina Small, Deborah Fideldy
  + Added Pizza Luce to the rotation!

**Meeting adjourned at 12:51 pm by President Nagle**

**Next meeting August 9th at noon**