

## **Local 301 Membership Meeting**

**Tuesday, October 11th 2022, 12 pm – 1 pm, Microsoft Teams**

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

**Attendees: 92**

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

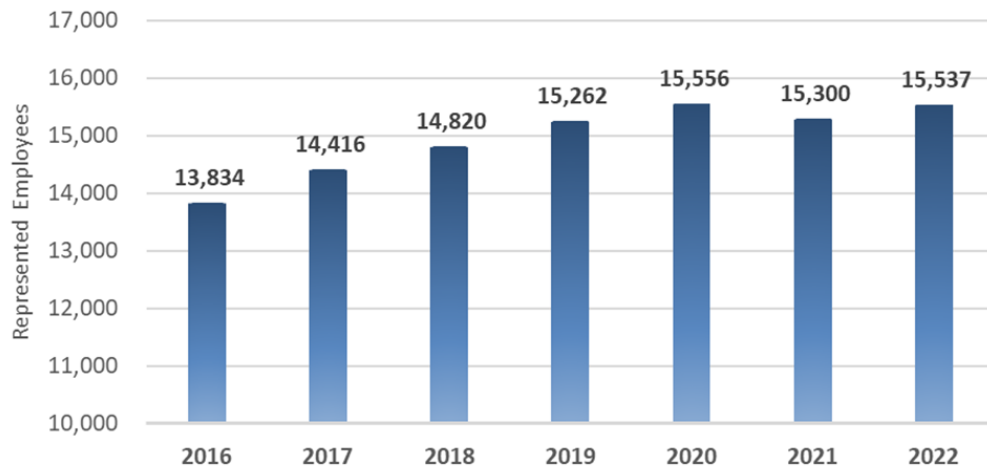
- Brett introduced himself and welcomed everyone to the meeting and mentioned MAPE-tober
- Local 301's Executive Team:
  - President: Brett Nagle
  - Regional Director: Mark Snyder
  - Vice President: Shanna Schmitt
  - Treasurer: Vacant
  - Membership Secretary: Chuck Krueger
  - Secretary: Barbara Monaco
  - Lead Steward: Kristin Kirchoff-Franklin
  - Deputy Lead Steward: Anne Claflin
- October Donation - 360 Communities
  - 360 Communities delivers safety and stability that improves lives.
  - With effective and holistic programming, we leverage community partnerships, build trusting relationships, and break cycles of violence and poverty. We strengthen communities with measurable success.
- Letter from Open Arms: “Your gift ensures that we can nourish our critically ill MN neighbors this winter with delicious, medically tailored meals at no cost to them, with each delivery arriving as a message of love and hope”

Leah Hebert Welles, CEO
- Betty Rogers Award - Claudia Hochstein
  - CONGRATULATIONS!
- Cookies, Coffee, Camaraderie is Wednesday, Nov. 9th starting at 11:30AM in the LL Board Rooms
- Reminder to let the executive team know about 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>
- Election Day is November 8th and this is a reminder - you can take work time to vote! Go vote!

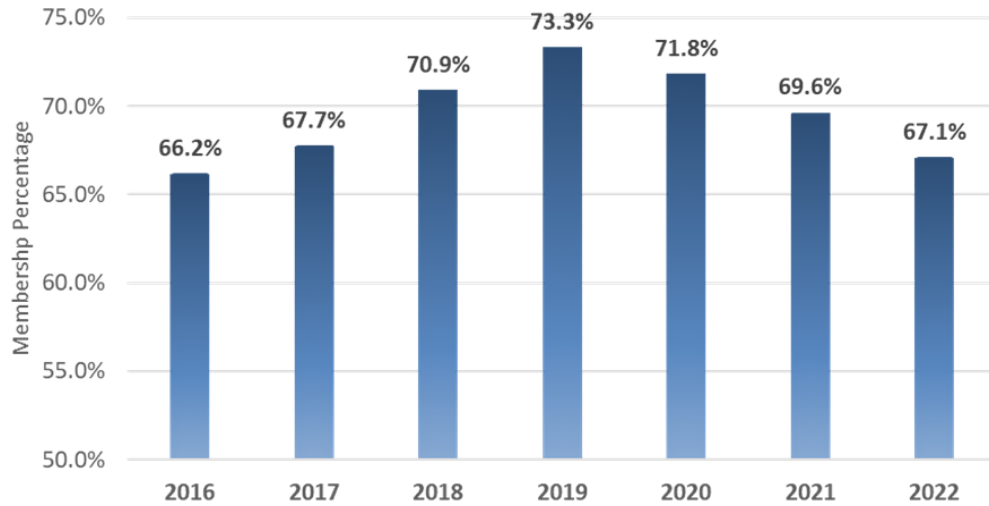
### **Board of Directors Update, Mark Snyder, Regional Director**

- As a member of the Finance Workgroup, Mark has focused a lot on the statewide MAPE budget for 2023. Two budget forums were held and recordings are available on the Delegate Assembly page of the MAPE website. A final forum is scheduled for Thursday, September 29th.
- 301 Delegation:

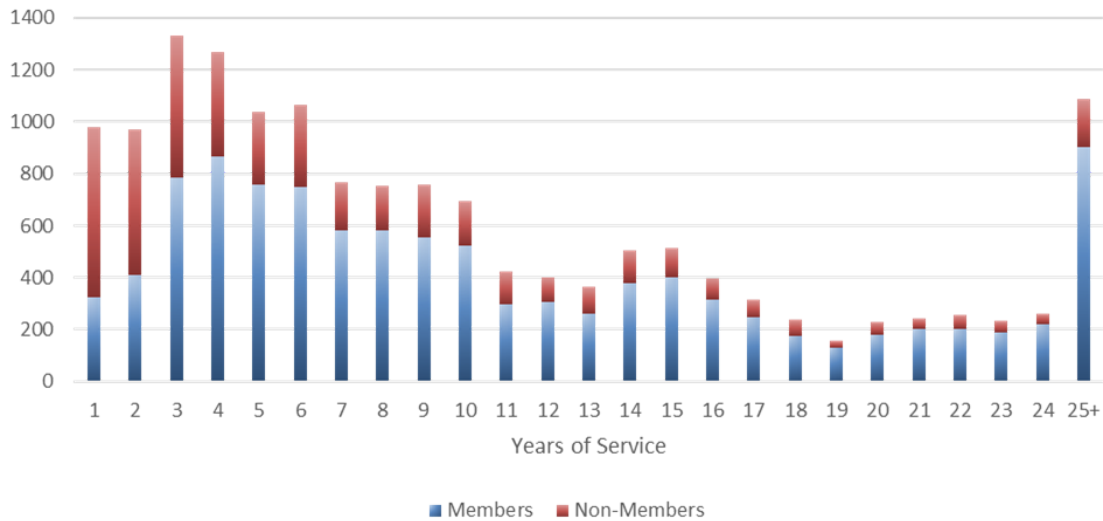
- Mark Snyder, Regional Director
- Brett Nagle, President
- Kristin Kirchoff Franklin, Delegate
- Kristin Mroz Risse, Delegate
- Melissa Wenzel, Delegate
- Delegate Assembly update:
  - <https://mape.org/committees/delegate-assembly-da>
  - Resolutions were passed to increase meal reimbursements for union work, remove barriers to local election nominations, and improve accessibility of MAPE documents
  - A resolution to set additional requirements for Regional Negotiators failed
  - A resolution to reinstate the Speaker of the Meet & Confer Chairs to the Executive Committee was referred to the Board of Directors
  - More info can be found at [Delegate Assembly \(DA\) | Minnesota Association of Professional Employees](#)
- Statewide budget passed
  - Sets an anticipated membership number of 69% of the current number of employees in our bargaining unit
  - This gives projected revenue of \$5,853,000
  - Spend \$6,644,324 for FY23, an increase of \$235,000 from FY22.
  - The difference in spending vs revenue would be made up by the Future Operations fund, which currently has a balance of \$880,000
- Number of employees represented by MAPE



- Percentage of dues-paying members:



- Number of members vs. non-members by years of services:



- We need to do a better job of connecting with our recent hires
  - Discussed at Membership retreat in June
    - <https://mape.org/news/June10event>
  - MAPE-tober is another way that we are focusing on reaching out to our fellow workers and encouraging them to become members
  - New employee orientation
  - Make sure that you tell new hires about the union, invite them to the November get together on the 9th!
- 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!

**Contract Update/Negotiations Team Update, Kristin Kirchoff-Franklin, Region 3 Negotiations Rep (and Co-Chair), and Claudia Hochstein, At-large Negotiations Rep**

- Members who want to get involved are encouraged to door-knock, phone bank or otherwise support labor-friendly candidates for this fall's elections.
- Our local is still seeking CAT members - CAT members choose up to 10 fellow members that they will commit to keeping engaged in the negotiations process and how to be involved.
- <https://mape.org/committees/negotiations-committee-team>

**Survey Results and Listening sessions, Kristin Kirchoff-Franklin, Lead Steward and Region 3 Negotiations Rep (and Co-Chair)**

<b>Total number of surveys:</b>	6443
<b>2020:</b>	7029
<b>2018:</b>	5521

MAPE-represented employees: 15,521\*

Percentage: 41.51%

\* as of 9-19-22

Percent of people who took the survey that are willing to take aggressive action for the following categories:

1. Pay: 52%
2. Health care benefits: 44%
3. Add top step: 35%
4. Vacation and sick: 32%
5. Job security: 28%

Health care:

- 36% of survey takers reached health care deductible but not max
- 44% reached prescription deductible but not max
- 15% reached health care out-of-pocket max
- 7% reached prescription max
- 23% of survey takers have had to change providers in the last three years
- 11% have switched specialists
- 3% are more than 30 miles from a hospital
- 10% are more than 20 miles from their health care provider

Job satisfaction:

- 87% expect to stay in their current job
- 7% expect to switch agencies

- 6% expect to leave state service
- 64% say that state practices are “somewhat” or “a great deal” of a barrier to advancement
  - Top reason: no positions to advance to (35%)

Top 3 takeaways:

- Survey participation was comparable to past years, but could improve
- Interest in taking aggressive action (pickets, strikes, etc) is quite high around the issue of pay for so early in the campaign
- More assessments will be necessary throughout the campaign

**MAPE-tober, Kristin Kirchoff-Franklin, Local 301 Lead Steward**

- The Organizing Council is rolling out MAPE-tober where members can get reimbursed for lost time for participating in organizing activities. Learn more and sign up if you can at [MAPE-tober | Minnesota Association of Professional Employees](#)
- Sign-up for a MAPE-tober day - you would be able to meet and talk to your co-workers, campaign for candidates, phonebanks, etc - GET PAID TO ORGANIZE
  - Get to take some time off our day-jobs and get lost-time
  - Investing sweat-equity in our futures
  - Use vacation AND fill out the lost time form to get paid twice
    - Need to submit the lost-time form AND also W-4 if this is your first time being paid by MAPE
    - You can also combine with flex-days
    - You will also get breakfast and lunch as part of your work!
  - We need members to be able bring voices to the negotiations tables
    - We will not be able to do everything we want without the membership and activism that shows we have the power and support behind us
    - We need people to come to rallies, sign petitions, lead a CAT, BE INVOLVED

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

- Our stewards are:
  - Kristin Kirchoff-Franklin, Lead Steward (MPCA)
  - Anne Clafin, Deputy Lead Steward (MPCA)
  - Jen Crea (MNIT)
  - Bill Dunn (MPCA)
  - Claudia Hochstein (MPCA)
  - Jen Jevnisek (MPCA)
  - Barb Peichel (BWSR)
  - Melissa Wenzel (MPCA)
  - Dave Wischnack (MPCA)
- We are having a steward training regarding FMLA next month (November)
- <https://mape.org/locals/301> (Officers & Stewards tab)

### **MPCA Meet & Confer Update, Claudia Hochstein, MPCA Meet & Confer Chair**

- No update this month
- Members
  - Claudia Hochstein (St. Paul), Chair
  - Mel Markert (Brainerd)
  - Kristin Mroz-Risse (St. Paul)
  - Kevin Mustonen (Duluth)
  - Brett Nagle (St. Paul)
  - Joel Peck (St. Paul)
  - Shanna Schmitt (St. Paul)
  - Melissa Wenzel (St. Paul)

<https://mape.org/committees/meet-and-confer-committees/pollution-control-mpca>

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

- Meeting is scheduled for next thursday, looking for an update from the SMT discussion to bring section managers up to speed, work through how form could work, and develop expectations on the Draft Workload Agreement Form.
- Also will be putting out the call for more members as they have received the go-ahead to increase the number of members on the committee to 12
- Members
  - Melissa King (St. Paul), Chair
  - Annie Felix-Gerth (St. Cloud)
  - Steve Hofstad (Detroit Lakes)
  - Erin Loeffler (Duluth)
  - Gwen Steel (St. Paul)
  - Jason Weinerman (St. Cloud)
  - Matt Fischer (Bemidji)
  - Suzanne Rhees (St. Paul)

<https://mape.org/committees/meet-and-confer-committees/board-water-and-soil-resources-bwsr>

### **MPCA Labor Management Committee Members**

- No update this month
- MAPE Members on Committee
  - Bill Dunn
  - Brandon Montgomery
  - Kären Kromar
  - Kurt Carlson
- <https://lorax.pca.state.mn.us/labor-management-committee>

### **Membership Update and Drawing, Chuck Krueger, Local 301 Membership Secretary**

- Send Chuck recommendations for business as we get ready to buy our next round of gift cards

- Winners for the gift certificates for October: Brian Davis, Christa Maclennan-Branham  
Michael Ginsbach, Nila Hines

**Meeting adjourned at 12:59 pm by Local 301**

**Next meeting November 8th at noon**