

# MnDOT MAPE Statewide Meet and Confer

Date: December 20, 2022

Time: 1p-2:30p

Location: **TEAMS:**

## Representing Mape: David HEArTH (MAPE Business Agent, Teresa Chapman-CO (Mape Chair), Gabe Perkins-D6 (Mape Vice Chair), Margie Nelson (D1), TJ Melcher (D2), Robert Clarkson (CO)

## REPRESENTING mNDOT Management: Kim Collins- (Asst Commissioner), Corrie CALHOUN (Asst Commissioner, Jean Wallace (Asst Commissioner), Brad Heckes , Ashley Ziegler, Sandra Bluth (Labor Relations), Karin Van Dyck, Bonnie Wohlberg , Kay Pearson (HR), Cindy Gross, (Division Business Manager),

## Agenda

### Welcome and introductions- Brad Heckes 1:00- 1:10 p.m.

Brad Heckes kicked off the meeting with introductions and a review of the agenda.

### Work Evolution, Vision and Opportunity (EVO) update- Cori Calhoun 1:10- 1:45 p.m.

* 1. **MnDOT’s Work Evolution, Vision and Opportunity (EVO) Plan update**

Asst Commissioner Calhoun shared MnDOT is currently in phase 3 of the EVO plan. They are focusing on preliminary data focusing on people, technical skills/technology and space needs. Next month a communication on phase 3 will be available for comment.

[Evolving Vision and Opportunity - MnDOT (state.mn.us)](https://ihub.dot.state.mn.us/evo/index.html)

* 1. **Telework-**
* MnDOT’s plan to use telework/Hybrid
* Changing telework agreements and the requirement for staff to report to the office a set number of days

MAPE reported concerns about how there are inconsistencies across the board with the number of days staff are being told to report to their office locations. Some staff are in their office 1 day week, others 3 days a week. Supervisors are setting the requirement but are not communicating the business need that establishes the number of days an employee is required to work from their office location. Staff have been teleworking for over two years, so MAPE is concerned with the feeling of unsettling staff. Some staff assigned office locations are in central office, yet they have been teleworking from their home 2 hours away or more. Will staff be told they now have to report every day to central office? There was one situation where Dept of Revenue closed an office and expected all staff to report to St Paul.

Management shared teleworking decisions are made by the supervisor. Supervisors and their staff complete the telework agreement. If there is disagreement on the telework schedule, there is an appeal process in place for Office Directors and/or District Engineers to follow. Some managers are bringing in staff several days a week to increase collaboration (reviewing blueprint/project plans) and teambuilding.

Telework Procedures

[Telework Procedures - Policies - MnDOT (state.mn.us)](https://www.dot.state.mn.us/policy/hr/wf023-procedures.html)

In addition, MAPE shared the concern with management’s directive of all equipment (printers/chairs) needing to be returned to offices. What about staff that need accommodations? Management shared staff can request an accommodation from the Office of Equity and Inclusion. Cindy Gross provided a link for employees to access to the EVO Resource Guide from Ihub.

[EVO Resources - Work EVO - MnDOT (state.mn.us)](https://ihub.dot.state.mn.us/evo/resources.html)

MAPE recommend management send a communications update to employees regarding where the agency is at overall with EVO, telework and space needs.

* 1. **Space Utilization-**
     + Space utilization study update:
     + MnDOT current/future space plans and the impact to staff?
     + Are more offices scheduled to implement changes regarding space utilization – downsize and increased use of shared workspace and hoteling?
     + Air quality measures in place- Use of Co2 measurement devises or other devices in the workplace to monitor increase threats of airborne virus transmission?

Assistance Commissioners Calhoun & Collins shared there are several space studies being conducted. There is an enterprise (statewide) space study being led by the Dept of Administration. They are developing an overall statewide strategic plan based on needs for all state agencies, space needs for staff based in St Paul Capitol complex buildings, etc. MnDOT will incorporate some key aways from the enterprise study into the MnDOT space needs assessment.

In addition, MnDOT is in the process of hiring a consultant to assess our space needs to support the hybrid environment to maximize our space. The timeframe of the assessments is anticipated to run from January until June. The focus is more facility- based vs home accessibility/accommodations. Space is being looked at wholistically. Some offices are testing the use of hoteling space.

### Student Loan Reimbursement- Deb Allen 1:45- 2:00 p.m

MAPE expressed concern that the pilot that was to occur, as indicated during the previous collective bargaining agreement, never got off the ground, then covid hit. Many MAPE members have questions. What the plans to implement? Deb Allen shared the pilot was placed on hold during the pandemic. She shared MnDOT is seeking MMB guidance for the policies/procedures and will review recommendations has provided by MMB. MnDOT will look at other state agencies and bargaining units (MMA) for similar interpretations/guidance. No timeline has been determined.

### Wrap-up and future topic suggestions – Teresa Chapman/Brad Heckes 2:00- 2:10 p.m.

## Future Meet and Confer Topics:

Preferred Names vs conventional names requests, EVO Space Study Results, Student Loan Reimbursement Update

Meeting adjourned at 1:50PM

## Future scheduled meetings:

* Wed 03/01/23, 9-10:30 am
* Wed 06/07/23, 9-10:30 am
* Wed 09/06/23, 9-10:30 am
* Wed 12/06/23, 9-10:30 am