

# Minutes: MNIT Meet & Confer

Date: 11/2/2022

Attendees: Jed Becher, Rachel Dopson, Brian Fitch, Shawna Hennek, Yia Her, Lyz Martin, Andi Morris, Greg Naumann, Ray Phipps, Tyrone Plunkett, Axelina Swenson, Chad Thuet, Shanna Vah

## Introductions & Housekeeping

* Kassie Church has moved to a supervisor position with MNIT @ Revenue
* New team members will be joining in the new year: Patrick Pueringer (MNIT @ State Patrol) and KB Brietzke (MNIT @ DHS)
* Lyz Martin is back as the MAPE Business Agent assisting the team – Frank Cave-LaCoste has been reassigned

## Agenda Items

### BA/PM Certification Requirements

* Thank you for seeking feedback from BAs/PMs as well as supervisors/managers
* Management offered their thanks for working together on this topic

### Student Loan Reimbursement

* Reason for the pause?
  + Impacted by the federal student loan relief plan and the Public Student Loan Forgiveness program.
  + Over $100,000 in reimbursement dollars have been dispersed. Looking to be wise with the finite amount of money available.
  + There are recruiting incentives and referral bonuses available – have yet to have a successful referral bonus.
  + MNIT had 49/61 reimbursements – want to understand why business partners are not providing approvals at the same rate.
* Any idea how long the pause will last?
  + Unknown at this time

### On-Call Pay

* Would like a refresh of data from last round of supplemental negotiations
  + Axelina will provide the data points received in the last round of negotiations so the data points can be updated – send to Yia Her.

### Supplemental Negotiations

* We do intend on engaging with management on supplemental negotiations
  + Rachel Dopson will be the point of contact for MNIT management. Andi Morris will be the point of contact for MAPE.
  + Preference from both sides is in-person bargaining with a remote option as well.

### Work out of Class

* Would it be possible to post work out of class opportunities?
* Could this maybe be handled similarly to the resource sharing procedure?
* This topic was brought up by MAPE after the agenda was originally sent to management.
* Management will follow up after discussing with other team members

### Updates from Management

* Resource sharing pilot
  + Going well. Thanks to Axelina for her contributions.
  + Have announced 4 opportunities with interest in at least 1.
  + First agreement is in place to fulfill one of the opportunities.
  + Good feedback, which is important for a pilot.
* Performance appraisal review project
  + Last updated form in 2016. Came forward in Equity Change Plan committee.
  + Reached out to 10-11 MNIT staff who were involved in the process last time.
  + Across all bargaining units and plans as well as individual contributors.
  + Sought diversity in terms of positions, BIPOC, gender, and location in order to be representative of MNIT.
  + Collective effort – final decisions will be made by the Executive Steering Team.
  + Improving a process that seems to work pretty well.
* Highlight new policies
  + Intranet site has changed (there were announcements about changes).
  + Grievance procedure has been updated (formerly called a Grievance Policy for Managers and Supervisors). Largely clarifying in nature but would welcome feedback.
  + Updated Alcohol & Drug Use Policies – statewide policies
  + Resource sharing procedure discussed earlier – MAPE employees are included in the tactic
* Successful Lunch & Learn sessions
  + In August, over 300 attendees about Individual Development Plans
  + In September, over 100 attendees in Enterprise Skills Initiative
  + In October over 125 attendees at a Security session
  + Accessibility Team likes the sessions, but would like an accessibility focused session, a live session with ability to ask questions – Axelina will reach out to Casey Budke with feedback
* Required training reminder
  + Due December 16th
  + If an employee is on leave when the deadline hits, HR works with the supervisor to get a calendar invite on the employee’s calendar once for after their return and work to make it a priority upon the employee’s return.
* Seniority roster is updated in November and May each year (by the end of the applicable month)