

# Meeting Minutes: MNIT Meet & Confer

Date: 9/6/23

## Introductions & Housekeeping

**MAPE:** Andi Morris, Jed Becher, KB Brietzke, Lyz Losie, Tyrone Plunkett, Patrick Pueringer, Axelina Swenson

**Management:** Ray Phipps, Rachel Dopson, Brian Fitch, Jon Eichten

## Agenda Items

### Supplemental Negotiations

* MAPE would like to express our thanks for respectful and efficient discussions

### Reallocations

* As of 7/11, there were 63 pending per Rachel – she did note that 30 requests were completed in May and June while 35 were received in the time period
* There are 5 in process from February – is someone communicating with those employees to let them know more discussions are happening?

Management response

* Only 1 remaining from February – there are interactions with the management team on the PD.
* There are currently 86 open reallocations (there were only 68 at the time this meeting was originally scheduled 8/2).
* Management makes every effort to complete job audits within 120 days per the letter in the contract. There are only 8 that exceed that time and those are all being actively worked on.
* There has been enormous pressure to fill vacancies, especially given the additional funding received from the legislature – this is happening alongside the job audits. HR is doing their best to manage both workloads.
* Employees should connect with supervisors and/or staffing representatives for status.

### Student Loan Reimbursement

* What are the plans for this program moving forward given the Supreme Court striking down Biden’s forgiveness program

Management response

* Jon Eichten responded. With across-the-board increases approved in the last round of bargaining, putting a hold on this until we can get ahold of the budget implications.
* May be in a challenging position because COLA increases are not budgeted within rates – generally managed through attrition. Very concerned these will not be manageable using attrition only.
* May need to request funding through the supplemental budget or increase rates in order to meet salary needs so any optional costs are on hold.
* Budget ramifications are across all agencies.
* Lyz will share draft of policies from other agencies.

### Out of State Telework

* Can we get an update on this pilot? A lot of questions from members.
* There is a lot of fear of the program being cut and being forced to return to MN. There are hard to fill positions that have been fulfilled by people located out of state.

Management response

* Not a pilot, but a procedure that is in place right now. Nothing pending in terms of canceling agreements for those who have been approved to work out of state.
* Consistently reviewing how to review/approve these requests as well as how to handle them when they are up for review again.
* Need a strong business case for those that are working outside of MN as there is a significant risk related to Work Comp laws, taxes, etc.
* Need to continue to mature the process. In conversation with MMB and the need to be competitive for recruitment and retention. Also want to review the idea of Remote Workers for new positions.
* Nothing is planned at this time to change the status of those approved to work out of state. Will bring any plans to reduce this to the M&C team before bringing that to the employees who would be affected. Don’t want to surprise anyone.

### Additional Pay Ranges

* Status, plans, etc
* Members feel this was a carrot on a stick – a tease of promotion potential so they feel like they haven’t gotten what was promised. We do understand nothing was ever promised, but want management to know what employees are saying/feeling. MAPE is repeating the message that there are no plans for the ranges.
* Most commonly, the people coming forward are those who are in positions that are a bit more specialized and would be paid significantly more in private sector.

Management response

* This was not on the original agenda – would like to defer to Chad. No imminent plans to use the ranges – they do come up in conversation from time to time when discussing hard to fill positions.
* Hoping that COLA increases might help in filling positions.
* The intent was never to create classifications to roll existing employees up. It was to fill the need that contractors were filling.

### Career Path Discussions – Update

* Initial meeting 7/31 – would like a summary of that meeting

Management response

* Productive meeting with a lot of good ideas
* Plan was for MAPE to get data/information from employees
* Next meeting late September but may need to delay depending on ability to get additional information from employees – may need to push meeting to October
* Management shared questions that they felt would be helpful in moving forward:
  + What does MAPE see as some initial goals?
  + How is career path defined for MAPE?
  + What are some of the values MAPE wants to work towards?
  + What do you feel is missing?

### Training Opportunities

* Chad had mentioned at the Government Summit that trainings requested by employees are not denied. In reality, agency-based employees have had training denied but MNIT is not aware of it due to it being denied at the agency level.
* Want to ensure that employees listing trainings on IDP but denied for some reason, they should not be penalized in any way.

Management response

* If we are hearing about issues with agency-based employees, Jon would like to hear about it to understand the reasoning for denials. It may be due to budget, workload, or other things.

### Management Topic: Vacation Accrual Credit Changes

* Given the changes in the new contract, management is working on a process.
* Awaiting information from MMB and will put on communication via GovDelivery in the coming weeks about what this process will look like.

### Management Topic: Project to Product

* Discussions happening about where some positions will live as far as business vs IT. The place of some roles will be a bit more blurry in the Product construct.

### Management Topic: Meet & Confer Participation

* Information should be brought to MNIT management and then brought to the partnering agency to be addressed. Can work with this team to get the understanding across both parties.

MAPE response:

* Will continue to bring MNIT-related information to the MNIT Meet & Confer, but MAPE reserves the right to decide who sits on our Meet & Confer teams.