# MAPE Local 2101

# Monthly Business Meeting

Tuesday November 14, 2023

12:00- 1:00 PM Central Time

Zoom (Virtual)

Join Zoom Meeting: <https://us06web.zoom.us/j/89503555870?pwd=eUdJRXNMUFZRcnlkQ0tpUjVKek5xQT09>

Meeting ID: 895 0355 5870

Passcode: 222101

## Housekeeping

Pre-meeting Reminders

* Reminder to take Equity Week 2023 trainings.
* Reminder to change login names to the person’s name so that gift cards can go to the appropriate places.

Approval of Today’s Agenda – Approved and seconded – Moving Lauren up on agenda due to conflict.

## Agenda

* [Enrollment for 2024 Benefits](https://mn.gov/mmb/segip/2024-open-enrollment/) is open from **October 26 to November 15th**. Please enroll through Self Service.
	+ Fertility Treatment is now available through both Blue Cross and Health Partners.
	+ Mental health and substance use disorder coverage change - Copayments and deductibles are reduced or eliminated for allowed office visits for mental health and substance use disorder care. If your Primary Care Clinic (PCC) is cost level 1 or 2, your copay will be $0, and the deductible waived. If you chose a PCC in cost level 3 or 4 you save $20 on office visit copays, however the deductible is still in place.
		- Question on what level 1, 2, and 3 mean. Liz explained that this refers to the amount of money an employee pays at a particular clinic out-of-pocket. Level 1 is the cheapest and Level 3 is the most expensive.
		- There were changes to the levels that clinics are across the different health plans. Make sure to check your levels prior to finishing your open enrollment. You can change clinics during open enrollment.
		- Reminder that Open Enrollment ends Wednesday, November 15, 2023, at 11:59 p.m. CST.
	+ As of Jan. 1, 2024, all Minnesota Advantage Health Plan members will automatically qualify to get the care they need no matter where they live or visit. Just go to a health care provider that is within your health plan administrator’s national network.
* Interim Membership Secretary - Kitra Nelson kitra.nelson@state.mn.us
	+ **Welcome new members: Sue Link, Lori Guzinski, Trisha Stachowski, Amanda Langston, Christine Hubert, Dustin Jones, Mitch Cochran, Tina Xiong, Ya Vang, Tonya Klinkner, Matthew Vierzba, and Joshua Adams!**
	+ **Join our membership blitz group at Local 2101!** We care contacting people who were hired to DHS in the last 2 years to encourage them to become members. Contact Kitra or Lauren Siegel lauren.siegel@state.mn.us if you can help!
		- It is not too late to sign up to help! It is easy, non-confrontational, and a great way to get to know your fellow employees in the local.
	+ **Membership stats: 972 Members, 346 potential members, 73.75% membership rate!** [**Join MAPE today!**](https://mape.org/join-mape)
	+ Lauren Siegel to take over for Kitra Nelson for Membership Secretary in 2024. Lauren will no longer be on the Organizing Council in 2024. We thank Kitra for her service as the Interim Membership Secretary!
	+ Invite a friend to the next local! We all have a role in making this union successful and one way we can do that is to get our fellow employees to be more involved by attending our local meetings!
* Welcome new Secretary, David Freeman!
* 2024 Budget for local 2101 at the December meeting
	+ Hari Lamitarey is stepping down as our treasurer. Thank you, Hari, for your service!
	+ We are looking for a new treasurer for 2101. We can help onboard you!
		- Reach out to Elizabeth Pearson if you are interested. The position essentially is managing an excel spreadsheet.
		- A question was asked about if this position could be put on a CV/Resume and it was agreed that this was an appropriate thing to add if the person wants to do so.
	+ We need 3 volunteers to complete our financial audit for 2023. This will happen in late February.
	+ Our local needs to vote on the budget for 2024 in December 2023. A portion of our dues go directly to our local. We are looking at ways of using these funds for getting our local together and if you have ideas for this or are interested in helping out with organizing activities, contact Becky Busho at Becky.Busho@state.mn.us.
* MAPE Stewards – Cassie Stewart cassandra.stewart@state.mn.us
	+ **Become a steward!**
		- If you like helping people and being an advocate, this is a great way to get involved. Reach out to Cassie if you are interested.
	+ Advanced Steward Training December 8th
	+ Link to our [2023-25 MAPE Contract](https://mape.org/sites/default/files/files/final_mape_23-25_agreement.pdf)
	+ There is a monthly labor partner meeting with HR and Ken Lombard from labor relations that Cassie Stewart and Dylan Adams attend. If you are having issues with management, please reach out to them.
	+ You have a right to have a steward present during a discipline meeting with your supervisor or manager or HR! **Please reach out to any of the stewards if you need support!**
		- A list of current stewards and officers for the local can be found at the bottom of this agenda.
		- You do not need special permission to reach out to a steward.
* Student Loan reimbursement committee – Christine Retkwa Christine.Retkwa@state.mn.us
	+ We need people to get involved! Share your stories or volunteer to assist by contacting Christine.
	+ We need to gauge from our members how important this is to us because it takes a lot of effort to push these changes through and we want to focus on the initiatives that are most important to our members.
	+ There is initial interest from leadership on opening this door, but we need to get people involved if we want to push this over the finish lines.
	+ More updates coming in December 2023 local meeting.
* Political Council – Nicole Juan nicole.m.juan@state.mn.us
	+ We are looking for people who are interested in learning more about the new pilot officer position for Community Engagement.
		- This would be a local officer position that would help get the locals involved in our legislative priorities.
		- Currently there is no position at the individual locals that do this.
	+ In person training to pilot position is Friday December 8th at the MAPE office.
		- This is the same day as the Advanced Steward Training, so this is also a great opportunity to meet MAPE members.
		- Contact Nicole Juan for more details. njuan@mape.org
	+ We are working on trying to improve our health care options. SEGIP was part of a small choice of providers for insurance at the State and because there were not very many providers submitting proposals, we did not get the best product we could have gotten.
	+ Encouraging all members to caucus at their political groups and levels. The only way things will change is by influencing all political groups and pushing for labor-friendly policies.
		- More information about caucusing and getting involved in their caucus will be forthcoming.
* Organizing Council – Lauren Siegel lauren.siegel@state.mn.us
	+ The Organizing Council will spend 2024 building a robust network of stewards to form the backbone for our Contract Action Teams.
	+ The first Organizing Steward Training will be on May 10th, 2024 and will focus on "When Grievances Are Not Enough." The next trainings will be in September and November.
* MNIT Meet and Confer – Andi Morris andrea.morris@state.mn.us
* DHS Meet and Confer – Tonya Rolfson tonja.rolfson@state.mn.us
* Board of Directors – Vanessa Vogl vanessa.vogl@state.mn.us
	+ There is a time for member comments at board of director meetings at 11:30 a.m. CST. You can just show up at the zoom meeting. If you need the zoom invite, reach out to Vanessa Vogl.
		- <https://mape.org/events/bod-november-2023>
	+ Vanessa will be attending MAPE 101 this month to recap the Delegate Assembly.
		- Review Delegate Assembly recap here: <https://mape.org/committees/delegate-assembly-da>
		- Dues update goes into effect January 2024.
* Other Announcements
	+ **MAPE 101:** **Join us Tuesday November 28 from 12-1, via WebEx.** MAPE 101 is an opportunity to take a deeper dive into specific topics with time to answer general questions. An invite is sent to our email list the morning of the meeting, and all are welcome! **At the November meeting we will cover the recap of Delegate Assembly.** If you can’t make that you can always reach out to any of the delegates or officers if you have specific questions. **There is no MAPE 101 in December.**
	+ [Multilingual Pay Differential Policy](https://dhs.intranet.mn.gov/policies-procedures-forms/policies-summary/human-resources/multilingual-pay-differential-policy/index.jsp) effective starting June 7. The policy is intended to compensate qualified employees who are members of the Minnesota Association of Professional Employees (MAPE), the Commissioner’s Plan or the Managerial Plan.
	+ Save the Date! **MAPE Day on the Hill, Tuesday March 19, 2024.**

**Gift card winners for November:** Dustin Jones, Christian Bohorquez, Hank Jensen, and Thanh Glasco!

Next Officers’ meeting: December 7, 12:30-1 pm, via Teams. Contact Liz Pearson if you would like the invite.

Next General Meeting: December 12, 12-1 pm, via Zoom

## Important Notes:

* If you are encountering managers or supervisors who are opposing your preferred location for work, **(this includes your preference to work in the office)** please reach out to a steward! For telework agreements, contact the Telework mentors directly at dhs.teleworkmentors@state.mn.us or contact Kayoua Khang Moua, Kayoua.KhangMoua@state.mn.us.
* Stewards meet monthly. Sign up for Steward Training on the MAPE website: <https://mape.org/resources/training/classes>. A steward is a MAPE member who learns our contract inside and out to help fellow MAPE members with contract-related issues. A steward is someone other members can trust with their questions and can help file grievances. It’s an important and fulfilling role! **Contact Head Steward Cassie Stewart** (cassandra.stewart@state.mn.us) or any of the other stewards for more information.
* **Vacation credit for previous employment:** When submitting a request to HR for a vacation accrual adjustment, you must provide documentation of your previous employment where you performed work like what you do for the State of MN. This can be a letter or email from the company. A resume can also work. It needs to contain the following:
* Your title or job description.
* Your employment dates. (We encourage members to submit the specific dates of their employment when possible. If you provide a month and year, HR will enter the first of the following month.)
* The language for the length of service credit is located in Article 10 of the contract. (Page 18 of the pdf)

DHS employees submit your documentation to Mary Buss mary.e.buss@state.mn.us MNIT employees, submit your information to MNITHR.Services@state.mn.us. If you have questions, please reach out to an officer or steward!

* **MAPE 2101 Facebook Page** <https://www.facebook.com/groups/mape2101/>
* **MAPE 2101 Yammer** <https://www.yammer.com/state.mn.us/#/threads/inGroup?type=in_group&feedId=23932387328&view=all>
* Fill out and submit the Good and Welfare request form**. Copy and paste this link into your Chrome browser,** <https://goo.gl/forms/QQD7d4vETAv6vQGF2>**.**
* **Send agenda items** for future meetings to Liz Pearson.
* **Contact our Membership secretary** or any MAPE officer if you:
* Are a new MAPE represented employee
* Recently transferred to Andersen from another local
* Are not receiving our local’s e-mails
* **A drawing** will be held after each monthly meeting for four $20 Cub gift cards.
* **Visit the** [**MAPE website**](https://www.mape.org/)for statewide news and information. MAPE is also on [Twitter](https://twitter.com/#!/MAPE2012) and [Facebook](http://www.facebook.com/pages/MAPE/277856856765).

## Local Officers

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| --- | --- | --- |
| President | Liz (Elizabeth) Pearson | Elizabeth.Pearson@state.mn.us  |
| Vice President | Chris Smith | Chris.J.Smith@state.mn.us  |
| Treasurer | Hari Lamitarey | Hari.Lamitarey@state.mn.us  |
| Secretary | David Freeman | david.j.freeman@state.mn.us  |
| Membership Secretary | *Kitra Nelson (Interim)* | kitra.nelson@state.mn.us  |

**Contract Negotiations Rep**

Christine Retkwa Christine.Retkwa@state.mn.us

**Regional Director**

 Vanessa Vogl Vanessa.Vogl@state.mn.us

**Business Agent**

 Meron Negussie (organizing and grievances) mnegussie@mape.org

## Head Steward

 Cassie Stewart cassandra.stewart@state.mn.us

## Stewards

|  |  |  |  |
| --- | --- | --- | --- |
| Dylan Adams | Dylan.Adams@state.mn.us | Alejandro Maldonado | Alejandro.Maldonado@state.mn.us  |
| Bruce Anderson | Bruce.Anderson@state.mn.us | Chris Smith | Chris.J.Smith@state.mn.us  |
| Ilya Garelik | ilya.garelik@state.mn.us  | Nancy Schultz | Nancy.Schultz@state.mn.us |
| Cassandra Cole | Cassandra.Cole@state.mn.us | Moua Song | Moua.P.Song@state.mn.us  |
| Nicole Juan | Nicole.M.Juan@state.mn.us | Heather Prior | Heather.Prior@state.mn.us |
| Liz Pearson | Elizabeth.Pearson@state.mn.us |  |  |

## State Council/Committee Members

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| --- | --- | --- |
| Organizing Council | Lauren Siegel | LSiegel@mape.org  |
| Political Council Political Action Committee | Nicole JuanNicole Juan | NJuan@mape.orgNJuan@mape.org  |