**Local 301 Membership Meeting**

**Tuesday November 9th 2021, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:01 pm by Local 301 President Nagle**

**Attendees: 98**

**Welcome/Announcements, Brett Nagle, Local 301 President**

* Brett introduced himself. Brett uses he/him pronouns and is a fish biologist at the MPCA. Brett also volunteers with MAPE along with a number of folks from BWSR, MNIT, and MPCA.
* The Executive Team is a group of volunteers who get together once a month to discuss our meetings and how to make this a better place to work. The Local 301 Executive Team includes:
  + President: Brett Nagle
  + Regional Director: Mark Snyder
  + Acting Vice President: Shanna Schmitt
  + Treasurer: Anne Morris
  + Membership Secretary: Chuck Krueger
  + Secretary: Rachel Olmanson
* The MAPE monthly membership minutes are posted to the MAPE website: https://mape.org/locals/301.
* Today we will discuss current events related to the labor world locally and across the country, what our meetings will look like in the future, and updates from our various officers and committee chairs.
* Memo of Understanding (MOU): employees are permitted to utilize accrued sick leave to provide parental supervision for minor children who are required to quarantine by the child's school or daycare provider per CDC/MDH guidelines due to COVID exposure. This MOU was needed and this is a legitimate and justifiable use for our sick leave. MAPE leadership and AFSCME worked out this agreement with MMB.
* If you need to stay home with a child due to an exposure, this is now a permissible use of sick leave.
* Pete Marincel (MAPE Business Agent) clarified that we all have to vote on the MOU for it to go in effect. Voting will start tomorrow and be open for a week. Appointing authority may require documentation of a directive to quarantine by the child's school or day care provider.
* Employees seeking to retroactively utilize their sick leave shall submit paperwork in accordance w/ the MOU – back to July 1st.
* More info here: https://mape.org/news/vote-proposed-mou-sick-time-use
* Contact a steward if you have questions – list of stewards is available here: https://mape.org/locals/301
* Employees will receive the language of the MOU by email on Wednesday, Nov. 10th. The membership will vote on the MOU. The statewide Exec Committee recommends a 'Yes' vote.
* Question: What should folks be using now? Kristin Kirchoff-Franklin: we've always held the position that this is a sick leave situation, continue to use sick leave unless you're told otherwise. If you're getting pushback reach out to a steward.
* Melissa mentioned that MAPE can always use more stewards. Reach out if you're interested.
* November donation: Helping new Americans achieve self-sufficiency and full membership American life: <https://iimn.org> – International Institute of MN. Will help refugees and immigrants.
* We will discussing our Local 301 annual budget at our December meeting. Come prepared to talk about it and share any thoughts/input on budget.

**Labor Updates from Around the Region, Brett Nagle, Local 301 President**

* Working people at nearly 40 worksites have been forced to go on strike in the past three months. Sometimes there is a negative impression of unions, which is disheartening. The media is calling this Striketober, since there has been a lot of activity.
* There are a number of large strikes going on right now. The strikes are related to: two-tiered work system, people hired at different dates receive different benefits related to pension, etc.
  + 10,000 UAW members are striking at 14 John Deere job sites
  + 1,400 Kellogg's workers.
  + Nabisco
  + IATSE (60,000 film and TV production workers)
  + McDonald's workers at >10 locations staged a work stoppage
  + 2,000 Amazon warehouse workers in Statin Island
  + Allina Health nurses in Plymouth – 3 day strike
  + 300 city of St. Paul employees: authorized a strike in October, accepted a new contract offer last Monday
  + Efforts to unionize are meeting resistance at Headway Emotional Health, Half-Price Books in St. Paul
  + MMA, Middle Management Association, represents our supervisors and managers. Generally their contract looks similar to ours and AFSCME, However currently MMA are in discussions with MMB and there has been stiff resistance to inclusion of the Juneteenth Holiday and 2.5% COLA increase in the contract. MAPE has these items in our tentative agreement contract that the Subcommittee of Employee Relations (SER) voted on last month. Pete doesn't have any further updates.
* MMA is asking for very reasonable things, like compensation. MMB is saying no. Important for all of us to stick together.
* Good morning America used the term "Striketober" to 3.8 million viewers, the piece was fairly positive referring to the labor movement.
* Thanksgiving Pro-Labor Catch Phrases. It's OK to push back when we hear negative things about unions. "I am in a union." "Happy MEA!"
* Question related to problems logging in to Citrix. MNIT helpdesk can be reached at 651-297-1111. Best to put in a ticket through them. Christopher Butler: not much we can do on our team. Citrix is old and prone to problems and seems like it's getting worse. The more you report it the more we'll see it and hopefully resolve it.

**Discussion: Return to Office, Local Meetings for 2022, Brett Nagle, Local 301 President**

* Brett asked the members for thoughts on what our meeting should look like for next year? Brett will continue to work remotely. Some people may return to the office in January 2022. It is difficult to imagine hosting meetings the way we did before the pandemic. Really enjoyed our in-person meetings and hope to get back to those eventually, but it's not going to happen in January. Likely will move forward with hybrid meetings eventually.
* Feedback from members:
  + The picnics have been great. We will discuss this next month to have more in-person get-togethers outside
  + Would be great to keep having the meetings via team, great for chat and accessibility and easy to see the slides, the in-person social aspect is missing, but maybe we could plan separate social events for that.
  + Virtual meetings are good, have never been able to attend in-person meetings, but have been able to attend the virtual meetings.
  + Suggestion to do a mix of remote, hybrid meetings, hybrid once every 3 months.
  + Brett asked people to raise their hand using the Teams function on if people would continue to telework in the future: about 34 people raised their hands.
* The Executive Team might need to send out a survey to see if people would attend in person meetings.
* Bill Dunn mentioned to stay tuned for a safe flexible parking option at 520 Lafayette during the Labor Management Committee update.
* Question, can the union steward have a lunch budget where they can meet with a half dozen union members at a restaurant along University 2-3 times a year. Kristin Kirchoff-Franklin likes the idea, we can discuss further when we talk about budgets.
* Jason Ewert mentioned that street parking is available on Pine Street, south of the police station.

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

* The Board of Directors (BOD) met on Oct. 15th.
* Claudia Hochstein was appointed as the MPCA Meet and Confer Committee Chair, Kristen Mroz-Risse has been appointed to join the Meet and Confer Committee.
* The BOD voted to unanimously ratify contract with OPEIU (MAPE staff).
* Strategic planning continues – BOD will have an all-day retreat later in November to go over results from survey, 1:1 meetings and small group discussions. Thanks to all those who participated.
* BOD Retreat – will hear presentation on the information the consultant has compiled and help get a sense for what our strategic plan will start to look like. Mark will do his best to keep everyone updated and opportunities to get involved and provide feedback. Feedback is always welcome – mark.snyder@state.mn.us.

**Steward Update – Kristin Kirchoff-Franklin, Lead steward**

* Local stewards had a meeting last Thursday. There was a lot of discussion on planning ahead, and discussion on learning to say no to additional work. Finding that work loads are increasing and becoming overwhelming. We will present on this eventually.
* We have been having division meetings, and emotional intelligence has been included as a training. Part of this training is related to reality checking. We are all trying to do as much work as we can. There will be a reallocation presentation next month – reclassification, differences between and share info on what we learned from HR from the Meet and Confer team.
* In January we will talk about non-exempt vs exempt employment and what it means. BWSR has a lot of exempt employees, so we want everyone to understand what those mean.
* Feel free to contact a steward any time.

**Labor Management Committee Update, Bill Dunn, Committee Chair**

* The Labor Management Committee (LMC) is a compliment to Meet and Confer, but includes all the different unions. Like Meet and Confer we are statewide, but a lot of focus is on 520 Lafayette.
* We have been bringing up parking and members have contacted us. Brought it up in terms of safe and flexible, primarily MPCA focused. They have been telling us that they've been in negotiations with Meritex and have been told that $40 is a good deal. They have been making some improvements, things are very different now. Meritex doesn't think they could change to an hourly system. Management thinks there may be an option for partial parking, 1-2 days a week, could potentially get half off parking. It's not allowed to swap parking pass tags. Not sure there is a lot of hope going into the future, can't park in any spots if you haven't paid for parking. Have to park out on streets, which can be a safety issue.
* If you are being called in to the office for a unit meeting, your options are fairly limited.
* There were comments from the membership that it would be great to have a ½ off option – partial plan.
* You have to enter the Blue lot off University and Grove.
* Jupiter lot is still blocked off. There is ample street parking on Pine. North side of University has been fairly open.
* If you have a Metro pass you can use blue lot once a week. Still need to contact Lafayette parking Gmail each day if using that lot.
* The St. Paul office is the only place besides Mankato that pays for parking, everyone else is included in lease.

**Membership Update and Drawing, Chuck Krueger, Membership Secretary**

* Chuck introduced himself. Gift card winners: Celine Lyman, Laura Millberg, Amanda Smith, and Tanja Michels. Chuck still needs to send out the October winners. This program is to encourage attendance at our monthly meetings.
* MAPE New Employee Orientation (NEO) – planning to hold on Dec. 7th at noon, 1/2 hour. If you've joined MPCA, MNIT, and BWSR over the past year, look out for an email from Chuck.
* Strange time to start a job, not a lot of folks in the office. If you have someone new in your section, please reach out and introduce yourself and plug Local 301. Membership Committee tries to reach out to everyone but we could use your help.
* Let new hires know about Chuck's NEO presentation.
* Encourage new folks to join us at our monthly meetings.

**Meeting adjourned at 1 pm by President Nagle**

**Next meeting December 14th at noon**