



Employee Rights Committee | MINUTES

Meeting date | time 10/19/2020 8:30 AM | Meeting location [Zoom Link](#) (Click)

Meeting called by Thu Phan

Type of meeting MAPE Statewide

Facilitator Thu Phan

Note taker Thu Phan

Timekeeper Thu Phan

Members

Thu Phan (Chair), Jed Becher (1), Alesia Grace (2), Kirsten Kirchoff-Franklin (3), Ted Snaza (4), Maureen Dunaway (5), (6), Lonie Goldsberry (7), Teresa Chapman (8), Dereck Richter (9), Alex Migambi (10), Robert Hobson (11), Marlijn Hoogendoorn (12), Angie Halseth (13), Eva Peterson (14), Craig Beckerleg (15), Leonard Skillings (16), Jennifer S. Johnson (17), Gretchen Scharmer/Naoko Meyer (18), (19), Kay Pedretti (20), (21)

Staff

David Hearth

Mike Asmus

Time Certain

11:30 AM – Arbitration case update – Kathy Fodness

1:00 PM – Health and Safety Webinar – David Hearth

2:30 PM – Negotiations – Carolyn Murphy and Adam Novotny

AGENDA TOPICS

Time allotted | 30 mins., 8:30 AM – 9:00 AM | Agenda topic Introductions | Facilitator Thu Phan

Introductions

Discussion:



1. Ice-breaker
 - a. What's one mundane task/thing in your life?

Action items	Person responsible	Deadline
Start your next steward meeting with an ice-breaker	All ERC members	No end date

Time allotted | 5 mins., 9:00 AM – 9:05 AM | Agenda topic Agenda | Facilitator Thu Phan

Approval of Agenda

Discussion:

MSP of agenda.

Action items	Person responsible	Deadline
--------------	--------------------	----------

Time allotted | 5 mins., 9:05 AM – 9:10 AM | Agenda topic Agenda | Facilitator Thu Phan

Approval of Minutes

Discussion:

MSP of minutes from the ERC meeting on August 17, 2020

Action items	Person responsible	Deadline
--------------	--------------------	----------

Thu Phan (Chair)

Time allotted | 50 mins., 9:10 AM – 10:00 AM | Agenda topic Arb. Appeal | Facilitator Thu

Arbitration Appeal Documentation Review

Discussion:

1. Review documentation the grievant submitted prior to the arbitration appeal hearing.

Action items	Person responsible	Deadline
--------------	--------------------	----------



Time allotted | 90 mins., 10:00 AM – 11:30 AM | Agenda topic Arb. Appeal | Facilitator Thu

First Arbitration Appeal Hearing

Discussion:

The grievant was afforded their right to an arbitration appeal hearing. After an executive session to discuss the appeal, the members of the Employee Rights Committee (ERC) exited the executive session and passed a motion to uphold/support the MAPE Arbitration Team's decision to not send the grievance to arbitration.

In other words, the grievant's arbitration appeal to the ERC has been denied and the grievant has exhausted their appeal rights.

Action items	Person responsible	Deadline
--------------	--------------------	----------

Time allotted | 30 mins., 11:30 AM – 12:00 PM | Agenda topic Training | Facilitator Kathy Fodness

Arbitration Case Update

Kathy Fodness, one of our enforcement business agents, will discuss a case that we recently lost in arbitration.

Action items	Person responsible	Deadline
--------------	--------------------	----------

Time allotted | 30 mins., 12:00 PM – 1:00 PM | Agenda topic Lunch | Facilitator Thu

Lunch

Action items	Person responsible	Deadline
--------------	--------------------	----------



Time allotted | 90 mins., 1:00 PM – 2:30 PM | Agenda topic Arb. Appeal | Facilitator Thu

Second Arbitration Appeal Hearing

Discussion:

The grievant was afforded their right to an arbitration appeal hearing. After an executive session to discuss the appeal, the members of the Employee Rights Committee (ERC) exited the executive session and did not pass a motion to uphold/support the MAPE Arbitration Team's decision to not send the grievance to arbitration.

In other words, the grievance has been approved for arbitration.

Action items

Person responsible

Deadline

Time allotted | 60 mins., 2:30 PM – 3:30 PM | Agenda topic Training | Facilitator Carolyn Murphy and Adam Novotny

Negotiations

ERC members suggested to Carolyn and Adam the following:

make the exempt employees clear;

look at contract language grievances that were lost or did not go to arbitration;

leaves of absence because COVID leave is completely an employer-based initiative at this point;

ageism and ableism should be added to Article 4 due to cases at DHS;

improve the language around discrimination and microaggression in Article 4;

improve the language around Connect 700;

and improve the language around job descriptions.



Action items

Person responsible

Deadline

Time allotted | 60 mins., 3:30 PM – 4:30 PM | Agenda topic Training | Facilitator David Hearth

Health and Safety

David Hearth provided a training on COVID-Leave.

Action items

Person responsible

Deadline

Time allotted | | Agenda topic Training | Facilitator Thu

Basic and Advanced Steward Training Schedule

1. Basic Steward Training:
 - ~~January 10, 2020 from 8:30am to 4:30pm~~
 - ~~May 8, 2020 from 8:30am to 4:30pm~~
 - ~~August 14, 2020 from 8:30am to 4:30pm~~
 - November 13, 2020 from 8:30am to 4:30pm
2. Any regional trainings?

Advanced Steward Training

1. Advanced Steward Training:
 - ~~March 27, 2020 from 8:30am to 4:30pm~~
 - ~~July 24, 2020 from 8:30am to 4:30pm~~
 - ~~August 28, 2020 from 8:30am to 4:30pm~~
 - October 23, 2020 from 8:30am to 4:30pm

Action items

Person responsible

Deadline

Time allotted | | Agenda topic Schedule | Facilitator Thu



ERC Meetings in 2020

1. Regular ERC Meetings:

- a. ~~Monday, April 20, 2020 from 8:30am to 4:30pm~~
- b. Monday, October 19, 2020 from 8:30am to 4:30pm

2. ERC Arbitration Appeal Hearings:

- a. ~~Monday, February 24, 2020 from 8:30am to 4:30pm~~
- b. ~~Monday, June 15, 2020 from 8:30am to 4:30pm~~
- c. ~~Monday, August 17, 2020 from 8:30am to 4:30pm~~
- d. Monday, December 21, 2020 from 8:30am to 4:30pm

Action items

Person responsible

Deadline

Time allotted |

| Agenda topic Training | Facilitator Thu

Grievance Review

Discussion:

1. How many grievances do you currently have in your local?
2. How many new grievances have you received since the last ERC meeting (4/15/2019)?
3. What are the issues that are being grieved?
4. Are there any fascinating grievance resolutions that you would like to share?
5. Do you have any contract-related questions?

Action items

Person responsible

Deadline



Time allotted | | Agenda topic Training | Facilitator Thu

Other Items

Discussion:

1. Discuss a rule forcing stewards to stop an investigation or representational meeting when they've been misplaced. – Ted Snaza
2. Any items that you would like to discuss?

Action items

Person responsible

Deadline
