Region 15 Meetings

**Local 1501 web page:** <https://mape.org/locals/1501>

**Local 1502 web page:** <https://mape.org/locals/1502>

**Meeting Date: October 28, 2021**

**Locations:**

Thursday, October 28, 2021
Virtual Meeting
12pm – 1pm

**AGENDA**

1. **Officer Reports**
* 1501 President (TJ Melcher)
	+ Leadership update – Vice President Mike Bates, Membership Secretary Katherine Kingsland
	+ Chet Bodin (MAPE Statewide Political Council) holding planning session to set strategic vision for the union on Thursday, November 4 at 11 a.m. Paid time off is available. To participate, contact Chet at cbodin@mape.org.
	+ Local could use additional volunteers and help.
* 1502 President (Brad Berce)
	+ As of November 2, 2021 there are 213 members (70.07%), 91 non-members (29.93%); above state level of 68.95% (10,439 members and 4,700 non-members).
	+ Busy with steward training and punitive action from MMB related to COVID policy.
* 1502 Treasurer (Larry Moe)
	+ Not in attendance, no update available.
	+ Bryan Kotta noted both locals have more than enough funds to do things – over $1,500 in both accounts.
* 1502 Membership Secretary (Amanda Stegmaier)
	+ A lot of new employees in the last couple of months. Continue to reach out via email and phone call, if there is a contact at agency location she will cc’ them on the welcome email to talk to new employees about MAPE.
	+ Lists are about a month behind by the time we get the info. If you hear of a new employee, please reach out.
	+ Madeline Turnquist shared welcome letter Bemidji State University MAPE employees are receiving.
	+ Currently taking nominations for local Vice President in the MAPE Special Elections, will close on Thursday, November 4. Term ends May 31, 2022. Submit nominations to Amanda at stegmaier@mnstate.edu
* 1501 (TJ Melcher)
	+ Regressed to where 1501 was about four years ago. There was a strong push during court cases to 71% (around 300 members), but down to 66% now. Mostly the change is shown in the Bemidji area.
	+ Katherine sent out welcome emails to all new MAPE employees and 10 new members in the last quarter.
		- TJ will verify if a steward is cc’d on these, but Katherine is also a steward.
1. **Regional Director Report (Bryan Kotta)**
* Announcements
	+ OPIU – union for MAPE employees. This contract was reviewed and approved.
	+ Resolutions brought before board and tweaked/resolved conflict between bylaws and will be in the next minutes (<https://mape.org/committees/board-directors>).
	+ Delegate Assembly Review – Nine resolutions some passed/some failed (<https://mape.org/committees/delegate-assembly-da>). Got done in a hurry – by 12:30 p.m. on that Saturday. Only the one conflict (mentioned above). Want to go back to in-person as soon as possible, as in Bryan’s view, it was not conducive to a good discussion. If you have an opinion, please let organizers know.
	+ Reminder on strategic planning process – get involved! This is a big deal for MAPE.
	+ Building Corp open positions filled (<https://mape.org/committees/board-directors/building-corp>).
	+ MAPE is hiring for a Director of Operations (recently retired) and Executive Assistant – positions posted (<https://mape.org/news/job-postings>).
	+ Vacant officer positions including state-wide positions – Secretary resigned and was on negotiations team. Send out thank you for services if you know her.
1. **Negotiations Representative Report (Bryan Kotta and Debbie Prokopf)**
* Contract is in interim effect and passed SER (ratified by 97%), now on to legislature. If you get the opportunity to talk to or email your legislators encourage to approve. Retroactive pay on 12/17 check back to July 1. Wage increase of 2.5% each contract year. Health premiums going up 3%. Short session (hopefully) in January 2022, hoping for mid-spring final agreement.
* New contract is on website (<https://mape.org/contract>).
* Just received news this week the MMA contract, which usually just follows along with ours, will be going to arbitration with MMB (several things that are core things for MAPE not approved for MMA). Not a good thing, possibly doesn’t bode well for MAPE contract. Need support for both contracts if contacting legislators. Brad – surprised because it seems middle management has done well in the past.
1. **Organizing Business Agent Report (Debbie Prokopf)**
* COVID testing/vaccination policy going more smoothly in some agencies/areas than others. If you are having difficulties getting testing figured out, please reach out to a steward. Want to make sure to stay on top of that, keeping policy in the way it was intended to be – consenting to testing and sending results to agency. Some people are saying they are ‘signing under duress’ which has a very specific legal meaning and will cause the agency to go down the steps of progressive discipline. If you later decide to sign voluntarily, you will need to write to MMB to explain what has happened and MMB has decided to look at these ‘I changed my mind’ letters very carefully. Please speak with a steward about your options and ramifications than you wanted to deal with.
* Bryan – it is a policy that we have to adhere to, but want it applied equitably. There is no grieve for this.
* Please review MMB policy (<https://mn.gov/mmb-stat/policies/1446-covid19testingvaccination.pdf>). Policy does not apply to those employees with at-home telework agreement who do not access the workplace for more than 10 minutes.
* Introduction of new Enforcement Business Agent (David Hearth) – not in attendance.
1. **Member Questions and Concerns**
* Question on COVID testing/vaccination policy – wondering your thoughts about a ‘what if’ this moves to the stage of a vaccine mandate where you no longer have a job. Or if you have any insights. “A lot of us very concerned about you will have the shot or no longer have a job.”
* Debbie – With the policy as it stands now, the employer has the right to make work rules and they are within their rights to enact this policy we have now. There are some agencies in the state – for example, the Zoo requires which requires some vaccines as a condition of employment, such as rabies. If you have an opinion on what MAPE’s response should be reach out to President Megan Dayton (m.dayton@mape.org). That is the best place for member comments and concerns.
* TJ – That would be a huge decision, that would come well thought of and prepared through the governor’s office not a specific agency. There’s not a lot from MAPE’s perspective that it will come in willy-nilly, the testing process was the most.
* Bryan – We didn’t see the policy until it was in the newspaper. They did not discuss with any union/employee group beforehand. My guess is if there was to be a change, that’s how they would approach it.
* Brad – An issue with employees outside of work place haven’t been instructed on how to go about testing on-site. Feels the policy still hasn’t been rolled out completely.
* Amanda/Debbie clarifying that unless you are going to agency worksite/other site on work business for more than 10 minutes you do not need to test.
* Reminder of open enrollment – closes Wednesday, November 17
* Reminder to review your paystubs especially around your anniversary date as apparently it’s a manual process in get your step increase.

Madeline Turnquist motioned to adjourn, Michelle Walker seconded. Unanimously approved.

Winners of the $25 check were meeting attendees Lee Hoselton, Nicole Anderson, Cheryl Brown, Joel Haugrud, Lindsey Ternes

Submitted by Nicole Anderson, MAPE Local 1502 Secretary