

Region 15 Meetings

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

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

Meeting Date: June 23, 2022

Locations:

Thursday, June 23, 2022

Virtual Meeting

11:30 am – 1:30 pm

AGENDA

1. Local elections and officer introductions

- Local election information can be found on the MAPE website (<https://mape.org/resources/mape-documents/mape-internal-election-information>). All officer positions in the two locals were uncontested races.
- Local Officer and Steward information can be found on each local's web page (see links above)

2. Introduction of new Enforcement Business Agents (Britton Mikkelsen and Alex Erickson)

As of June 1, 2022, MAPE Business Agents previously split into Organizing and Enforcement Business Agents, will now handle all duties (see <https://mape.org/news/mape-advances-2022-27-strategic-plan-and-business-agent-merger> for more information).

3. Officer Reports

- 1501 President (TJ Melcher)
 - Not in attendance.
 - Katherine reporting – they are working on figuring out more avenues for people to get involved – new contract year next year, get people answers, their concerns – supplemental starting sooner this year.
 - MAPE Membership Recruitment Planning Retreat (<https://mape.org/news/June10event>) – Madeline attended. Currently local has about 65% membership with 178 members – including new members recruited! – with the majority located in Bemidji, the rest spread around the area with 1-2 MAPE employees in an agency location.
 - Planning picnic in Bemidji area. Alex doing meet and greet at all the agency offices and looking for volunteers to go around with him to site visits the week of

July 11-15. Goal to grow to 70% – about 10-12 new members. Also writing letters to all members encouraging them to stay members and encouraging non-members to join with information on local/agency resources.

- Comment from Bryan about employee numbers in MAPE increasing across the state.
- 1502 President (Nicole Anderson)
 - As of June 14, 2022 there are 208 members (67.53%), 100 non-members (32.47%); above state level of 66.80% (10,324 members and 5,131 non-members).
- 1501 Treasurer (Madeline Turnquist Olson)
 - Now has access to local's Affinity Plus account – not a lot of spending going on with most funds going out to meeting prizes. Balance of around \$51,000.
- 1502 Treasurer (Larry Moe)
 - End of May balance of \$27,271.92.
- 1501 Secretary (Leslie Seitz)
 - Not in attendance.
- 1502 Secretary (Vacant – Nicole Anderson taking minutes today)
 - Need volunteer for Secretary vacancy.
- 1501 Membership Secretary (Katherine Kingsland)
 - Continuing to reach out to new employees. Reiterated above comments.
- 1502 Membership Secretary (Amanda Stegmaier)
 - Membership plan for June-September has been drafted.
 - Britton commented the focus is showing solidarity with co-workers, locals. Negotiators being trained up across the state in our power – members, strong engagement (such as sending emails/calls when we're asked). Thinking thoughtfully for events that are fun and a political education.
 - Planning Labor Day Picnics – Detroit Lakes, Moorhead, Thief River Falls, potentially East Grand Forks and Warroad areas.
 - Organizing meeting Wednesday, July 13 at 4:30 p.m. (<https://us06web.zoom.us/j/94174017960>) – anyone in local 1502 who might be interested is invited to join!
 - Different committees to focus on different needs.
 - Events – picnics, trainings
 - Membership – outreach
 - CAT/Site Leads – contract action teams
 - Zac Echola mentioned a recent labor event in Fargo by Amazon Labor Union president – strategies of meeting up outside of the offices, away from bosses and pressure of work.

- Article shared by Britton – <https://www.vox.com/recode/23145265/amazon-fired-chris-smalls-union-leader-alu-jeff-bezos-bernie-sanders-aoc-labor-movement-biden>
- Idea from JoDee Haugrud for golf outings.

4. Regional Director Report (Bryan Kotta)

- Board of Directors Updates
 - Meeting rescheduled due to more people attending Labor Notes conference (<https://labornotes.org/>).
- Door knocking opportunities coming up. Contribute money to campaigns if you are interested.
 - Information about the political contribution refund program here in Minnesota available online at <https://www.revenue.state.mn.us/political-contribution-refund>
- Contract Discussion
 - Highlights from Britton – additional 2.5% across-the-board increase (previously would have been called COLA but isn't actually keeping up with cost of living); Juneteenth holiday; push from MMB to put most of the cost of health insurance increase on MAPE employees (and move to remove from negotiations table in the future) and pushes to get rid of seniority. Additional pay for people who communicate in languages other than English – as part of your job description or as-needed.
 - Unclassified roles that continue to be used instead of Classified in different sites.
 - Madeline raised a question about a second floating holiday – Can we have the option for a second floating holiday option for Holidays that are moved by Administration? Example, BSU has classes on President's Day, and we suggested we get a second floating holiday, so employees could take that day when it works for them. Administration stated that a second floating Holiday agreement has to come from the Union.
 - Agreement available on the MAPE website – <https://mape.org/2021-2023-tentative-agreement-q>
- MAPE Central Building
 - External camera system added
 - Reviewing heating/cooling systems via energy survey to be more environmentally friendly.
- MAPE Strategic Plan
 - Available online at <https://mape.org/strategic-plan-2022-2027>
 - Chet Bodin – many members participated in listening sessions, asked if anyone wants to share about that experience.

5. Negotiations Update

- State-wide training today and tomorrow – hoping Val Dorff (Region 15 Representative) can give an update at next meeting.

6. Delegate Assembly (Bryan Kotta)

- Virtual this year on Saturday, October 8 (see <https://mape.org/committees/delegate-assembly-da> for more information).
- Don't have all delegates filled – would like some alternates as well. Locals receive more delegate representatives based on having more members. This is the highest entity within MAPE.

7. Chief Steward Update (Bryan Kotta)

- Steward Conference, in person, moved to spring Friday and Saturday March 24-25.
- New stewards welcome – Amanda commented she recommends everyone take the Basic Steward Training. You don't have to sign up to be a steward when you take the training (we would like you to), but it helps you understand the contract more.
 - Email Bryan (kotta@mnstate.edu) or Gary Wass (gary.wass@state.mn.us) if interested.
 - Additional training events can be found on the MAPE website <https://mape.org/events>
- Arbitration Seminar in Minneapolis on September 9

8. Political Elections

- Pro-union/labor candidates running
 - John Hest for Minnesota House 4B
 - Current MAPE member, incumbent is retiring.
 - Alan Roy for Minnesota Senate District 2
 - Former MAPE member, new district with no incumbent due to boundaries being redrawn.
 - MAPE Political Action Committee (PAC) organizing phone banking Friday, August 12 and door knocking morning of Saturday, August 13. Email with more details to come.
 - The list of MAPE PAC endorsed candidates is available online (<https://mape.org/2022-mape-pac-endorsements>)
- It's important to vote for candidates who are pro-labor. We endorse not a specific political party but for our pay checks, contract support.

9. Member Questions and Concerns

- Madeline mentioned work with BSU admin about a Memorandum of Understanding, etc. to declare advanced degrees as equivalent to X number of years' experience when hiring.

- Vacation accrual credit – discussion on process and timeline. This benefit allows employees to submit information to their agency HR office regarding previous private sector work that is directly related to their state work.
- Chet mentioned the MAPE PAC is reviewing legislative priorities – please send any feedback to Chet (Cbodin@mape.org) or the MAPE PAC, listening sessions may be coming up.
 - [https://mape.org/sites/default/files/files/MAPE%20Legislative%20Agenda%202021 0.pdf](https://mape.org/sites/default/files/files/MAPE%20Legislative%20Agenda%202021%200.pdf)
- Bryan mentioned asking BAs for top 3 issues/questions MAPE members are having – such as letters of expectations. Chloe Evans commented, ‘There is a LARGE uptick of letters of Expectations I am hearing about from my sub committee on culture for Vocational Rehab Services.’
- Nicole mentioned reviewing your position description to make sure it is accurately reflecting your job duties. Zac mentioned this is a good way to get a reclassification review. JoDee commented she would love to see the position description classification be the same for the actual work you do and not the size of the institution (for MinnState Colleges and Universities) you work for. Jaime Thibodeaux mentioned there is opportunity for ‘working out of class’ to be recognized.

Winners of the \$25 check were meeting attendees JoDee Haugrud, Maureen Lilleby, Bryan Kotta, Joel Haugrud, and Chad Kraft

Submitted by Nicole Anderson, MAPE Local 1502 President