

**BOARD OF DIRECTORS MEETING**

**February 21, 2020**

**3460 Lexington Ave N, Shoreview, MN 55126**

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**Minutes**

**Meeting called to order at 8:35 a.m.**

**Roll Call**

**Region 1 Darci Wing; Region 2 Randall Schimpach (after roll), Region 3 Shanna Schmitt, Region 4 Amy Braun, Region 5 John Bower, Region 6 Joan Treichel (after roll), Region 7 Ellena Schoop, Region 8 Mark Dreyer (after roll), Region 9 Steph Meyer, Region 10 Jackie Blagsvedt, Region 11 Jess Raptis, Region 12 Gregor Reed (for Amanda Hemmingsen Jaeger), Region 13 Lois Tucke, Region 14 Ann Adkisson, Region 15 Bryan Kotta, Region 16 Darren Hage, Region 17 Mike Terhune, Region 18 Tim Beske, Region 19 Jerry Jeffries, Region 20 Angela Christle, Region 21 Sarah Sinderbrand, Statewide President Chet Jorgenson, Statewide Vice President Thu Phan, Statewide Treasurer Todd Maki, Statewide Secretary Lynn Butcher, Organizing Council Chair Sarah Evans, Political Council Chair Cathleen Cotter (after roll)**

**Staff: Executive Director Lina Jamoul**

**Welcome new members**

**Adoption of Agenda**

Added:

Discussion of solicitation letter under Staff Reports

St. Paul Federation of Teachers under New Business

Anti-Bullying Taskforce under Old Business

PAC Report under New Business

Technology Advisory Group Report

MAPE turns 40 under New Business

**M(Kotta)SP to adopt the amended agenda**

**Wellstone Warmup – not done**

**Minutes:**

DRAFT EXE Minutes:

* February 7, 2020

DRAFTBOD Minutes:

* January 17, 2020

**M**(Dreyer)**SP** to approve the board minutes from January 17.

**Technology Advisory Group**– The group is still looking for one more member. They met and are working on a new document to build scope and will be passing out next month for discussion; would also like time on the agenda next month to discuss contractor proposal to make conference rooms web-ready.

**Time Certain:**

9:00 Representation Task Force (Schoop)

* Background on creation and purpose of the task force provided for new BOD members
* Director Schoop provided background on task force creation, purpose, and process for new members, and walked through some options the task force explored; looked at short-term, medium-term, and long-term solutions. Task force members provided additional information and clarity around how some of the proposed solutions came to be; although no formal recommendations in place, Director Meyers discussed that one of the suggestions was that regional directors get together with their OBA, EBA and Chief Stewards to have a strategic discussion about how best to meet the needs of the region and the stewards/Chief Stewards;
* Next steps: The task force have asked ERC to go out and do some work; the goal is to see what can be accomplished over the next year. As the work is accomplished, it is likely formal proposals will come to the BOD for approval.

 **M**(Wing)**SP** for taskforce to continue working on these issues.

10:00 a.m. Climate Study report, Todd Kohl

**M**(Cotter)**SP** grant permission to this body to share the overview of findings with membership, and treat the written report as confidential to the board.

11:30 Member Comments - none

1pm 2020 Goals/SWOT

**OFFICER REPORTS:**

**Treasurer’s Report**

Review of monthly financial statement – error in assumption of dues due to leap year; additional pay period; reminder of impact of dues on budget and suggestion to use upcoming elections as member drive. Last day to become member and vote is April 29.

Missing one local budget – working with local

Checkbook audits due

Hardship funds update – Paul and Todd met with Brenden to determine a policy that is ERISA compliant; working on that and will bring to finance workgroup and then to the full board.

**Secretary’s Report**

No report

**Organizing Council Report**

Council Update

Membership Update – Dave Kamper provided the board with Membership data analysis showing what it would take to get to 75% membership by year end (160 cards per month); also showed steady decline in overall membership numbers over the past year. Discussed ways of targeting lower-sign up demographics, whether there is a strategy, whether we have data.

Sarah Evans – The Organizing Council requested funds in the amount of $54, 525 for 50 attendees for a 3-day AFL-CIO training for Membership Secretaries, and First 30-day coordinators to come from the Organizing Fund; this training would focus on 1:1 conversations, leadership development and membership campaigns with a goal of increasing membership and recruitment and would provide a networking opportunity to better connect membership secretaries. Cost would cover lost time for 3 days, food, lodging, mileage, and meeting rooms from the Organizing fund. BOD approved without dissent.

Second request to send 15 members to Labor Notes conference in Chicago April 17th (5 organizing, 5 political council, 5 open spots for members to apply for) total budget request from Organizing fund $19,040 for flights, lodging, mileage, etc. BOD approved without dissent.

Recruiter of the month (submitted electronically) - Tamara McDonough-Gast, Region 13, 5 new members; 1301 (4), 1303 (1)

Charter – not discussed

Budget – not discussed

**Political Council Report**

Council Update (submitted electronically)

The Political Council requests John Ferrara be appointed to the Political

Expenditures Workgroup.

The Council voted to pay lost time only up to two days (Thursday and Friday) for Council members to attend the Labor Notes conference April 17th-19th in Chicago.

Monica Weber provided a PAC update.

DOC DOTH scheduled for March 4th from 11:30am to 12:30pm with a turnout goal of 25 (invitation only). DHS scheduled for March 16thfrom 11:30am to 12:30pm with a turnout goal of 40 attendees (invitation only).

Rally at the Capitol set for March 2nd with a turnout goal of 200 that was already met with registered attendees. Governor Walz has not yet committed to attending but Pete Marincel continues to work with Governor’s staff

The Council reiterated the need to schedule a follow-up with MMB Commissioner Frans as a result of the commitment made during MAPE’s meeting with Governor Walz.

Joint rally with AFSCME is still in the planning stages and member messaging to be determined.

New locations were proposed for Pouring Into Public Service (PIPS) but due to legislative priorities postponed until after April.

Content for Contact Your Legislator toolkit being drafted.

Council would like to have standing report to the Local Presidents’ Committee agenda at least through the election in November.

Nicole Juan provided an update on the Organizing Council.

**Vice President’s Report**

Not given

**President’s Report**

Not given

**Staff Reports**

(submitted electronically)

Executive Director Report

1. Nick Faber, who came to speak to the BOD towards the end of the meeting is the president of St Paul Federation of Teachers. MAPE staff are drafting a letter of support to come from MAPE to SPFE. We will put that out on social media. Attached is the flyer for the pickets this week.
2. SEIU Healthcare and SEIU Local 26 janitorial and security staff have all taken strike votes. SEIU HC and SEIU janitorial staff have settled their contracts following their strike vote. The security staff, represented by SEIU local 26 will go on a one day strike this week – starting late shift on Thursday. They get 4 days sick leave – they’re asking for 6 days sick leave. The employer is offering $1 pay raise – over four years (!!) MAPE members can show their support by attending the picket at the Securian offices, 400 Robert St N, downtown St Paul 4.30-5.30pm. Director Jamoul will be there.
3. Some of our members have gotten letters soliciting them to join a law suit to get their fair share fees refunded. The law firm is the same law firm who represented Mark Janus in Janus V AFSCME. Letters have been sent to union members in other MN unions too. We knew this day would come. MAPE always knew we would see frivolous law suits. Please note: we are not getting sued right now, but our members are being solicited. We are going to start a communications strategy that highlights the importance of unions and profiles member stories about why the union is important to them. If there are new members in your region that you think could tell a good story about why the union is important to them, please let me know. If you want to discuss the letter at a local meeting, please use your BA for support and talking points.
4. Cynthia Isaacson is our new Communications Coordinator and will be joining our staff on March 3rd. We’re excited that Cynthia is joining us – she was the Director of digital media at the American Lung Association. The hiring subgroup, made up of Lois, Steph and Sarah S met with Cynthia via GoTo meeting and approved her hire on 2/14.
5. Last month board members asked for a list of all the board subgroups. We put that together and had hard copies available at the board meeting. Attached is an electronic version.
6. Meet and Confer reports – the taskforce on strengthening representation work asked for Meet and Confer reports to be included in the board packet. We did the first M&C report. It’s in the board packet. Executive Director Jamoul asks for feedback on whether it’s useful and how the BOD would like to go over the M&C report at the  board.
7. PAC Report: The PAC worked hard over two days and got endorsements out. PAC endorsements can be found at: <https://mape.org/2020-mape-pac-legislative-endorsements>.

**Statewide Committee Reports and PAC**

**Unfinished Business**

Dues collection for members on military deployment - not discussed

Hiring Policy – not discussed

**New Business**

Delegate Assembly: Current date conflicts with Rosh Hoshana and alternative dates have been sought; the hotel originally said they thought the alternative October date would become available, but it has not; cancellation to look for another venue would cost $30,000. **M**(Kotta)**SP** to keep the reservation, and if possible, move to October. Lina clarified that staff who observe and who want to take the day off, would be able to do so without pushback.

Connect 700 MOU **M**(Dreyer)**SP** to approve the MOU.

BOD phone meetings workgroup – not discussed

SWOT – not completed

Nellie Stone Johnson Scholarship – (Sarah Evans) the Organizing Council is funding a table of 8 to attend the Nellie Stone Johnson Dinner from their budget. The Nellie Stone Johnson Scholarship provides money to applicants of color who are also union members or spouses and children of union members to attend a college or university. The council felt this was in line with their charge to improve diversity within MAPE. The plan was to open up the seats to the diversity committee; Director Schoop suggested to open up to members from diverse background.

St Paul Federation of Teachers – (Nick Faber) Members voted to organize a strike; they are frustrated over several items: #1 issue: mental health supports for students (team available in every building: psych, SW, nurses, intervention specialist) – can’t even get a written response to this; #2 more multilingual support for families who don’t speak or have limited English; #3 ELL and Special Ed students need more support; additionally would like a raise (1/1 in last contract, superintendent got ¾). They are having an informational picket at all sites February 26 and welcome supporters to join; will be giving their 10-day notice at that time. Would appreciate a letter of support – will get back to Lina on what that would look like.

Census – Director Beske mentioned an article he had read regarding Lt. Governor Flannigan’s efforts to promote participation in the Census – will send info to Executive Director Jamoul.

**M**(Dreyer)**SP** to adjourn at 4:20.

**Region Reports**

**Correspondence**

**Board Stewards’ Report**

**Meet & Confer Reports –** Included

**Next Board Meeting(s)**

**Good & Welfare**

**Standing Rules:**

Time Certain Adjournment: No later than 4:30 PM.

Extensions in ½ hour increments, require a 2/3 vote to extend.

Debate is limited to 3 speakers for and 3 speakers against the motion on the floor.

To amend or rescind 2/3 vote is required. Majority required for suspension.

**Please bring any carryover items back with you each month as they will not be reproduced.**

Board subgroups, January 2019

**Finance**

Prepares annual budget for board and DA approval, including future assumptions about membership levels.

Members: Todd Maki, Amy Braun, Mark Dreyer, Darci Wing

**Hiring**

Makes final hiring decision on Business Agents, Communications coordinators, Public Affairs coordinator.

Members: Lois Tucke, Steph Meyer, Sarah Sinderbrand

**Political fund oversight**

Makes decisions on independent political expenditure and political education expenditure and reports out decisions to the board.

Members: Bryan Kotta, Mark Dreyer, Steph Meyer

**Scholarships**

Oversees scholarships, creates plans for communications, in-takes member applications and makes decision on awarding scholarships.

Members: Jerry Jeffries, Shanna Schmitt home, Darci Wing, Jessica Raptis

**Board development**

Working with Emil Angelic, Community Consulting Group, (MAPE) Board and staff leadership completed Stage I: An analysis of their governance and implementation systems and structure and identified 4 priority areas to be targeted:

• On-boarding new Board members

• Clarifying Board and staff roles and responsibilities

• Managing Board meeting time

• Ensuring Board members improve meeting preparation

*Overall workgroup.* Members: Tim Beske, Chet Jorgenson, Jessica Raptis, Darci Wing, Ellena Schoop, Lina Jamoul.

*Onboarding workgroup.* Members: Todd Maki, Jessica Raptis, Darci Wing, Debbie Prokopf

*Role and responsibilities of board and staff workgroup members tbd* expressed interest: Jessica Raptis, Ellena Schoop, Lynn Butcher, Steph Meyer

*Managing board meeting time workgroup members tbd* expressed interest: Jessica Raptis, Ellena Schoop

*Improve meeting preparation workgroup members tbd* expressed interest: Jessica Raptis

**Technology taskforce**

Oversees hard-ware and software technology decisions.

Members: Mark Dreyer, Mike Terhune, Jerry Jeffries and Bryan Kotta

**Representation issues and staff support taskforce**

Set up to address Enforcement Business Agent staffing level concerns that were brought to the board.

Members: Chet Jorgenson, Thu Phan, Ellena Schoop, Sarah Sinderbrand, Cindy Kolodziejski, Angela Halseth, Steph Meyer, Elizabeth Stephens, Lina Jamoul, Nic Frey.

**Industrial Areas Foundation**

In-takes member applications for attendance at IAF training and decides who attends.

Members: Joan Treichel, Ellena Schoop, Dave Kamper, Nic Frey.

**Other groups:**

**Political Council**

Strengthen MAPE political infrastructure, builds political infrastructure, and works to defeat toxic narrative about politics and state government.

Members: Cathleen Cotter, John Ferrara, Jason Broberg, Megan Dayton, Nicole Juan, Monica Weber, Jessica Garcia.

**Organizing Council**

Builds power, relationships, develops leaders and takes action.

Members: Sarah Evans, Lauren Seigel, Adam Novotny, Kirsten Peterson, Kristine Moody, Zac Echola.

**DA planning**

Responsible for logistics and agenda of DA.

Members: Darci Wing, Joan Treichel, Jerry Jeffries, Jerry Schmidt, Ken Jackson.

**Civic Organizing Agency**

Works with the Midwest Active Citizenship Initiative to test and apply MAPE’s operating principles and a civic organizing approach to MAPE’s work.

Members: Lina Jamoul, Ellena Schoop, Todd Maki, Sierra Plunkett, Kelly Ahern

**Building corp**

Separate entity that owns MAPE building.

Members of the board: Todd Maki (president), John Bower, Steph Meyer, Bryan Kotta