Delegate Assembly Minutes

October 08, 2022

Virtual

# Delegate Assembly Called to order at 8:08 am

*Megan Dayton, Statewide President*

## Executive Committee, DA Planning Committee, Credentials Committee, Staff and Parliamentarian Introductions

*Angie Halseth, Statewide Vice President*

## Webinar Instructions

*Angie Halseth, Statewide Vice President*

## Voting Overview and Test Vote

*Davia Curran, Member Database & IT Specialist*

## Review of Standing Rules

*Megan Dayton, Statewide President*

## Credentials Committee Report:

*Joe Sullivan, Trustee Committee Chair*

As of 8:30 am, the number of authorized positions is 119; Credentials Committee (CC) confirmed 6 Statewide Officers, 17 Regional Directors, and 83 Delegates totaling 106 members of the body. This represented 89% and established a quorum. CC hands this report over for approval.

Vote: 99 Yes; 1 No

**Credentials Committee Report Approved**

## Adoption of Rules

*Megan Dayton, Statewide President*

Vote: 92 Yes; 2 No; 3 Abstain

**Rules adopted**

## Adoption of Agenda

*Megan Dayton, Statewide President*

Vote: 99 Yes; 1 No

**Agenda adopted**

## Financial Workgroup 2023 Budget Presentation and Budget Consideration by Delegates

*Chet Jorgenson, Statewide Treasurer*

Vote to adopt the budget: 100 Yes; 1 No

**Budget adopted**

## State of the Union Report

*Mike Asmus, Interim Co-Executive Director; Megan Dayton, Statewide President; and Leah Solo, Interim Co-Executive Director*

## Credentials Report

*Joe Sullivan, Trustee Committee Chair*

As of 9:50, CC confirms 6 Statewide Officers; 19 Regional Director, 83 Delegates for a total of 108 out of a possible 119, or 91% present. CC moves the credentials report to the assembly for approval.

Vote: 119 Yes; 3 No

**Credentials report approved**

## Delegate Assembly Business – Resolutions

## **Resolution 1**

**Establish Requirements for Regional Negotiator Position**

Whereas negotiating a contract you will not be subjected to creates incentives for acting in bad faith; and

Whereas it is currently possible to run as a MAPE negotiations representative knowing you will not be subject to the contract you negotiate

Resolved, That the Bylaws be amended, as shown below, to prohibit members who expect to retire or leave state service before the implementation of a new contract from running as negotiations representative.

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| --- | --- |
| Passed by | Date |
| Michael Prideaux, Maureen Dunaway, Eric Lightner (local 501) | 7/14/2022 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Michael Prideaux | [Michael.prideaux@state.mn.us](mailto:Michael.prideaux@state.mn.us) | 651-259-7197 |

Page Break

|  |  |
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| **What is being amended?** | **Resulting Language** |
| Article 8 Section 1.B   1. Statewide Vice President. Candidates must have a minimum of one-year experience as a Chief Steward or has handled two investigations and two grievances, and has taken advance steward training. 2. Meet and Confer Chairs. Candidates must be employees of the respective agency. 3. Candidates for Speaker. Candidates must be an elected meet and confer committee chair. | Article 8 Section 1.B  **Position-Specific Eligibility**.   1. Statewide Vice President. Candidates must have a minimum of one-year experience as a Chief Steward or has handled two investigations and two grievances, and has taken advance steward training. 2. Meet and Confer Chairs. Candidates must be employees of the respective agency. 3. Candidates for Speaker. Candidates must be an elected meet and confer committee chair. 4. Negotiations Representative. Candidates must not expect to retire or leave state service before the implementation of the contract they are negotiating. |

**M** ()**SP** to object to the consideration of the question.

Vote: 79 Yes; 26 No; 1 Abstain

Motion passes

**M**()**SP** to postpone indefinitely.

Vote: 47 Yes; 59 No

Motion fails

**M**(Snaza)**SP** to amend the resulting language with striking the words “retire or”.

Vote: 49 Yes; 51 No; 2 Abstain

Amendment fails

**M**()**SP** to move back to previous question. Close debate and call for vote.

Vote: 80 Yes; 23 No

Motion passes

Vote: 76 Yes; 48 No Motion passes

Back to original resolution.

Vote: 12 Yes; 90 No; 2 Abstain

**Resolution 1 fails**

## **Resolution 2**

**A resolution to increase reimbursement limits for individual meal expenses incurred while performing union business.**

Whereas…

* MAPE currently allows individual meal expense reimbursements incurred while performing union business at the rates of $9 per breakfast, $11 per lunch, and $16 per dinner, following the language in the MAPE contract for meal expenses incurred while performing state business;
* The current meal expense limits are often not sufficient to cover actual meal expenses;
* The current meal expense limits prevent locals from reimbursing members for meal expenses based on actual, reasonable meal rates;
* The current meal expense limits require the union at the local and state levels to only reimburse portions of reasonable expenses, which does not provide full and fair recompense to members who volunteer their spare time to participate in activities intended to benefit the union and fellow employees;
* The current meal expense limits have a greater impact on members who work from home and, therefore, purchase individual meals, which are subject to the aforementioned reimbursement limits, unlike group meal expenses;
* The current meal expense rules do not include food preparation fees, taxes, delivery fees, and service fees which are often assessed by meal delivery services, restaurants, and stores;
* The current meal expense limits include taxes and gratuity, which may constitute a significant portion of individual meal expenses;
* It is unnecessary for the current meal expense limits for union business to be based on individual meal expense rates for state business outlined in the union contract;
* The current meal expense limits do not define “breakfast”, “lunch”, or “dinner” and may create confusion when the distinction between these meal types are in question;
* Increasing meal expense limits would have an immaterial cost impact for the union on the statewide level while allowing local unions to exercise more discretion over how much they would like to reimburse members for expenses incurred while performing local union business;

*Resolved….*

***Reimbursement limits for individual meal expenses incurred while performing union business shall no longer be based on the meal expense limits listed in the union contract while performing state business, as currently required in the “Meal allowances” section of the “Reimbursement” section of Article VI of the Statewide Treasurer, Finance Committee and MAPE Financial Staff Standards;***

***Be it further resolved that reimbursement limits for individual meal expenses incurred while performing union business shall be set at $20 per meal plus additional reimbursement for reasonable gratuity, fees, and taxes.***

***Be it further resolved that local unions may decide to enforce stricter individual meal expense reimbursement policies, including setting a smaller reimbursement amount or not reimbursing fees, taxes, and gratuity, at the discretion of local union leadership.***

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| Passed by | Date |
| {List the members, committee, or locals that passed this resolution} |  |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon, MAPE Local 401 Leadership Team | [Ronald.dixon@state.mn.us](mailto:Ronald.dixon@state.mn.us) | 763-242-0816 |

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

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| --- | --- |
| **What is being amended?** | **Resulting Language** |
| Individuals conducting official MAPE business shall be reimbursed ~~for the actual cost of meals, including reasonable gratuity, fees, and taxes up to the maximum amounts listed in the MAPE/state contract~~ $20 per the actual cost of the meal and~~, with~~ additional reimbursement for reasonable gratuity, fees, and taxes. The ~~,including the~~ consecutive meal clause still applies. Local unions may enforce more restrictive individual meal expense policies at the discretion of local union leadership when reimbursement is sought from local funds. | Individuals conducting official MAPE business shall be reimbursed $20 per the actual cost of the meal and ~~, with~~ additional reimbursement for reasonable gratuity, fees, and taxes. The consecutive meal clause still applies. Local unions may enforce more restrictive individual meal expense policies at the discretion of local union leadership when reimbursement is sought from local funds. |

**M**(Klumb)**SP** to amend with updated resolution proposal.

Vote: 95 Yes; 6 No; 2 Abstain

**Amendment passes**

**A resolution to increase reimbursement limits for individual meal expenses incurred while performing local union business.**

Whereas…

* MAPE currently allows individual meal expense reimbursements incurred while performing union business at the rates of $9 per breakfast, $11 per lunch, and $16 per dinner, following the language in the MAPE contract for meal expenses incurred while performing state business;
* The current meal expense limits are often not sufficient to cover actual meal expenses;
* The current meal expense limits prevent locals from reimbursing members for meal expenses based on actual, reasonable meal rates;
* The current meal expense limits require the union ~~at the local and state levels~~ to only reimburse portions of reasonable expenses, which does not provide full and fair recompense to members who volunteer their spare time to participate in activities intended to benefit the union and fellow employees;
* The current meal expense limits have a greater impact on members who work from home and, therefore, purchase individual meals, which are subject to the aforementioned reimbursement limits, unlike group meal expenses;
* The current meal expense rules do not include food preparation fees, taxes, delivery fees, and service fees which are often assessed by meal delivery services, restaurants, and stores;
* The current meal expense limits include taxes and gratuity, which may constitute a significant portion of individual meal expenses;
* It is unnecessary for the current meal expense limits for union business to be based on individual meal expense rates for state business outlined in the union contract;
* The current meal expense limits do not define “breakfast”, “lunch”, or “dinner” and may create confusion when the distinction between these meal types are in question;
* Increasing meal expense limits would have an immaterial cost impact for the union on the local~~statewide~~ level while allowing local unions to exercise more discretion over how much they would like to reimburse members for expenses incurred while performing local union business;

*Resolved….*

***Reimbursement limits for individual meal expenses incurred while performing local union business shall no longer be based on the meal expense limits listed in the union contract while performing state business; as currently required in the “Meal allowances” section of the “Reimbursement” section of Article VI of the Statewide Treasurer, Finance Committee and MAPE Financial Staff Standards;***

***Be it further resolved that reimbursement limits for individual meal expenses incurred while performing local union business shall follow the U.S. General Services Administration per diem rates (***[***https://www.gsa.gov/travel/plan-book/per-diem-rates***](https://www.gsa.gov/travel/plan-book/per-diem-rates)***)* that are set each fiscal year, effective October 1 each year. *~~be set at $20 per meal plus additional reimbursement for reasonable gratuity, fees, and taxes.~~***

***Be it further resolved that local unions may decide to enforce stricter individual meal expense reimbursement policies, including setting a smaller reimbursement amount ~~or not reimbursing fees, taxes, and gratuity,~~ at the discretion of local union leadership.***

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| Passed by | Date |
| {List the members, committee, or locals that passed this resolution} |  |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon, MAPE Local 401 Leadership Team | [Ronald.dixon@state.mn.us](mailto:Ronald.dixon@state.mn.us) | 763-242-0816 |

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

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| --- | --- |
| **What is being amended?** | **Resulting Language** |
| Individuals conducting official MAPE business shall be reimbursed ~~for the actual cost of meals, including reasonable gratuity, fees, and taxes up to the maximum amounts listed in the MAPE/state contract~~ $20 per meal, with additional reimbursement for reasonable gratuity, fees, and taxes. The ~~,including the~~ consecutive meal clause still applies. Local unions may enforce more restrictive individual meal expense policies at the discretion of local union leadership when reimbursement is sought from local funds. | Individuals conducting official MAPE business shall be reimbursed for meals per the ***U.S. General Services Administration per diem rates (***[***https://www.gsa.gov/travel/plan-book/per-diem-rates***](https://www.gsa.gov/travel/plan-book/per-diem-rates)***)* that are set each fiscal year, effective October 1 each year.**  ~~$20 per meal, with additional reimbursement for reasonable gratuity, fees, and taxes.~~ The consecutive meal clause still applies. Local unions may enforce more restrictive individual meal expense policies at the discretion of local union leadership when reimbursement is sought from local funds. |

**M**()**SP** to close debate and vote.

Vote: 93 Yes; 10 No; 2 Abstain

Motion passes

Bac to resolution as amended

Vote: 94 Yes; 9 No, 1 Abstain

**Amended resolution passes**

## **Resolution 3**

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| Removal of Local Elections and Nominations Committees Language  from Election Rules Articles II and III and related Bylaws |

* Whereas current MAPE election rules state that local nominations and elections committees be established as part of each local's election practices,
* Whereas 50% (66 out of 133) of open local executive team positions did not receive nominees in 2022, and 47% (38 out of 81) of open delegate positions went unfilled due to lack of nominations, indicating a significant statewide shortfall in membership engagement in the nominations and elections process,
* Whereas Elections Rules Article VII Item 2 requires that all regular and special local and statewide elections be electronically administered by MAPE Staff on the Statewide Elections Committee,
* Whereas, removing language pertaining to local nominations and elections committees from election rules documentation serves to streamline the nomination process for potential local leaders,
* Whereas such streamlining stands to mitigate potential communication delays and shortfalls in providing nominees’ names to the Statewide Election Committee, and subsequent delivery of nomination acceptance forms and elections procedure information to nominated individuals,
* Whereas removing barriers and facilitating access to the nominations and elections processes provides a more equitable platform for all locals to participate, regardless of the size of the local,
* Whereas more streamlined nominations and elections processes increase the likelihood that every local can identify and elect the leadership to both sustain and grow their active & engaged membership,
* Whereas maintaining a list of nominations for locals at MAPE central will help MAPE leaders monitor locals that don’t have nominations submitted for every officer position and communicate with the local to encourage recruitment and nomination efforts,
* Whereas more nominations will result in more filled local officer positions during regularly scheduled elections, which will in turn reduce MAPE staff time spent on subsequent special elections,
* Resolved, the language concerning the forming of local nominations and elections committees to be stricken from Election Rules and related Bylaws.
* Resolved, guidance for recruiting members to run for elected positions shall be part of MAPE membership and organizing tip sheets, or similar documents, and not codified in the Election Rules.

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| Election Rules  Article II, Sections 2 and 3 | Resulting Language |
| 1. **~~Local nominations committees~~** ~~will be appointed by the Local president as close to the beginning of their term as practicable.~~ 2. **~~Local election committees~~** ~~will be appointed by the Local president before nominations open for Local regular or special elections. The election committee shall consist of at least two members; none of the members may be candidates for a position.~~ | 1. **The statewide Nominations Committee and the Elections Committee** will be appointed per the Bylaws.   [SECTIONS OMITTED, NUMBERING REVISED] 2. **The election committee for Local Charter Elections** shall consist of a representative from each impacted Local (the existing Local(s) and the Local seeking a charter) and a statewide officer to be selected by the MAPE president. |
| Election Rules  Article III, Section 3 | **Resulting Language** |
| 1. **Nominees**. The Nominations Committee and local ~~nominations committees~~ member leaders shall seek out and encourage qualified persons to run for elective positions. 2. **Conditions of Candidacy**. Members must meet the eligibility requirements defined in MAPE Bylaws (ELECTIONS AND VACANCIES, Eligibility). 3. **Nomination Procedure.** 4. Nominations for local position~~s~~, including self-nominations, ~~shall~~ can be submitted by any member of that local ~~the local nominations committee or individual members to the local election committee in writing. The local election committee shall forward the nominations~~ to the Elections Committee in writing. ~~Individual members may only nominate a member from their local.~~ 5. Nominations for regional positions, including self-nominations, ~~shall~~ can be submitted by any member of that region to ~~the Nominations Committee or by individual members to~~ the Elections Committee in writing. ~~Individual members may only nominate a member from their region.~~ 6. Nominations for statewide positions, including self-nominations, ~~shall~~ can be submitted by ~~a~~ any union member ~~the Nominations Committee or individual members~~ to the Elections Committee in writing. | 1. **Nominees**. The Nominations Committee and local member leaders shall seek out and encourage qualified persons to run for elective positions. 2. **Conditions of Candidacy**. Members must meet the eligibility requirements defined in MAPE Bylaws (ELECTIONS AND VACANCIES, Eligibility). 3. **Nomination Procedure.**    1. Nominations for local position, including self-nominations, can be submitted by any member of that local to the Elections Committee in writing.    2. Nominations for regional positions, including self-nominations, can be submitted by any member of that region to the Elections Committee in writing.    3. Nominations for statewide positions, including self-nominations, can be submitted by any union member to the Elections Committee in writing. |
| **Election Rules Article IV – Campaign Support Section 3 – Campaign Forums Section 4 – Distribution List Security** | **Resulting Language** |
| 1. Campaign Forums. ~~The Elections Committee~~ Locals may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. Locals shall not schedule forums for statewide elections at the same time another local is holding their forum. The statewide elections committee will provide an online location for locals to reserve their forum time. Locals shall reserve forum times in the same order locals notify the statewide elections committee of ~~the formation of their local elections committee~~ their intent to hold a forum. [The remaining section text remains unchanged] 2. […preceding section text unchanged] A list of statewide candidates and their personal contact information shall be provided to all seated local officers ~~elections committees~~ for the purpose of facilitating local campaign forums. ~~A list of local elections committees personal contact information shall be provided to statewide candidates to facilitate local campaign forums.~~ The MAPE portal may be used to publish these lists. | 1. Campaign Forums. Locals may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. Locals shall not schedule forums for statewide elections at the same time another local is holding their forum. The statewide elections committee will provide an online location for locals to reserve their forum time. Locals shall reserve forum times in the same order locals notify the statewide elections committee of their intent to hold a forum. [The remaining section text remains unchanged] 2. […preceding section text unchanged] A list of statewide candidates and their personal contact information shall be provided to all seated local officers for the purpose of facilitating local campaign forums. The MAPE portal may be used to publish these lists. |
| **Election Rules Article VII – Election Mechanics Section 7 – Ineligible Apparent Winner** | **Resulting Language** |
| 1. If an apparent winner is ineligible, as defined in Bylaws Article VIII, at the time vote counting is completed, the Elections Committee ~~or local election committee, as appropriate,~~ will declare the election for that position void, nominations for that position will be reopened, and a special election will be held. | 1. If an apparent winner is ineligible, as defined in Bylaws Article VIII, at the time vote counting is completed, the Elections Committee will declare the election for that position void, nominations for that position will be reopened, and a special election will be held. |
| **Bylaws Article VI – Statewide Standing Committees Section 11 – Nominations Committee** | **Resulting Language** |
| […preceding section text unchanged] The committee will work with ~~local elections committees~~ local officers and members to identify potential regional leaders, encourage them to run for elective office and make every effort to ensure that there are candidates for all regional elective positions. | […preceding section text unchanged] The committee will work with local officers and members to identify potential regional leaders, encourage them to run for elective office and make every effort to ensure that there are candidates for all regional elective positions. |
| **Bylaws Article VIII – Elections and Vacancies Section 1 – Eligibility Part A – Candidates and Incumbents** | **Resulting Language** |
| 6. Except as noted in Exceptions, below, not be members of the statewide Elections Committee ~~or a local election committee~~; | 6. Except as noted in Exceptions, below, not be members of the statewide Elections Committee; |
| **Bylaws Article VIII – Elections and Vacancies Section 1 – Eligibility Part C - Exceptions** | **Resulting Language** |
| 1. After a local election, any members who ~~served on the local election committee and~~ are not trustees may be appointed as Delegate Assembly delegates or alternates.  2. Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates ~~and as local election committee members~~. They may also be appointed to other statewide committees.  ~~3. If not candidates, officers and statewide committee members may serve on a local election committee.~~  ~~4.~~ 3. Retired individuals who are also associate members and had been MAPE members for the 2 years immediately preceding their retirement may serve as full voting members of the Statewide Elections Committee. | 1. After a local election, any members who are not trustees may be appointed as Delegate Assembly delegates or alternates.  2. Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates. They may also be appointed to other statewide committees.  3. Retired individuals who are also associate members and had been MAPE members for the 2 years immediately preceding their retirement may serve as full voting members of the Statewide Elections Committee |

* Resolved, local members are still able to engage in leadership recruitment efforts at their discretion, as needed.

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| Endorsed by | Date |
| MAPE Board of Directors | 8-19-2022 |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Jackie Blagsvedt (MDE) Galen Sjostrom (MnDOT) Wai Wong-Lai (MDE) Deb Rose (MDE) Kent Barnard (MnDOT)  Jeff Plaman (MDE) | [jblagsvedt@mape.org](mailto:jblagsvedt@mape.org) [galen.sjostrom@state.mn.us](mailto:galen.sjostrom@state.mn.us) [wai.wong-lai@state.mn.us](mailto:wai.wong-lai@state.mn.us) [debra.rose@state.mn.us](mailto:debra.rose@state.mn.us)  [kent.barnard@state.mn.us](mailto:kent.barnard@state.mn.us)  [jeff.plaman@state.mn.us](mailto:jeff.plaman@state.mn.us) | 952-472-0087 708-557-2965 612-940-3764 715-417-0083 773-786-0819  651-582-8457 |

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

**M**()**SP** to approve the proposed resolution.

Vote: 91 Yes; 8 No; 2 Abstain

**Resolution passes**

## Legal Update

*Justin Cummins, Cummins & Cummins*

## Betty Rodgers and Neil Farnsworth Award

*Megan Dayton, Statewide President and Angie Halseth, Statewide Vice President*

Betty Rodgers Award: Claudia Hochstein (301)

Neil Farnsworth Award: Bryan Kotta (1502) and Maureen Dunaway (501)

MAPE Scholarships

*Angie Halseth, Statewide Vice President*

*List in the MAPE Portal*

Membership Award

*Lauren Siegel, Organizing Council Chair*

Locals with the highest percentage of members who completed the survey.

Congratulations to the following locals: 301 with 55%, 1402 with 51%, 902 with 50%, 802 with 49% and 1303 with 47%.

Locals with the most overall members who completed the survey.

Congratulations to the following locals: 2101 with 487 members, 201 with 392 members, 601 with 378 members, 401 with 340 members, and 701 with 270 members.

MAPE-tober

One of the main goals is membership recruitment, therefore want to recognize locals who have the most members currently signed up for MAPE-tober. Will be awarding these recognitions at the end of the month to allow all locals a chance to get out there and fill some shifts!

Leading the charge right now our locals 201, 601 and 2101.

The next two awards are our annual awards. The local with the most improved membership percentage and the locals that have a 75% or higher membership percentage.

Congratulations to locals 1501, 1701 and 1304, for their improvement in local membership. Good work on recruitment and building your Locals!

Our last membership award is to locals with 75% membership or higher. We have 5 Locals to honor. Starting in 5th place we have Local 301 with 77%, in 4th place we have Local 1903 with 77.2%, 3rd we have 1901 with 78% membership. Second highest this year is 1701 with 79% and a big Congratulations to Local 1303 who has 88.5% membership. Great work, Locals!

PAC Update

*Monica Weber, PAC Chair*

Organizing Council and Political Council Updates

*Lauren Siegel, Organizing Council Chair, and John Ferrara, Political Council Chair*

**M**(Political Council Chair, on behalf of Political Council)**SP** to adopt the Legislative Agenda which was included in the delegate packet, item 6.02.

Vote: 92 Yes; 4 No; 1 Abstain

**Legislative Agenda approved**

Credentials Report

*Joe Sullivan, Trustee Committee Chair*

As of 1:58 PM, CC confirms 6 Statewide Officers; 19 Regional Director, 81 Delegates for a total of 106 out of a possible 119, or 89% present. CC moves the credentials report to the assembly for approval.

No Objection to consensus

**Credentials report approved**

## Delegate Assembly Business – Resolutions

### Resolution 4

**Resolution that all MAPE documents are accessible**

Whereas…

* To ensure inclusivity and as mandated by the Americans with Disabilities Act of 1990 and Section 508 of the Rehabilitation Act of 1973, all digital communication must be made accessible to all MAPE Members, Officers, Stewards, non-members or MAPE staff; whether the Members, Officers, Stewards, non-members or MAPE staff use assistive technology to access the information or not.
* Whereas MAPE should be recognizing all members are equal and should have equal access.
* Whereas many training programs and resources are available to MAPE, it would not be an undue burden to train all MAPE staff and leadership on accessible communication.
* Whereas all documents and all pages of the MAPE website, social media, training documents, and organizing tracking tools will be made accessible.
* Whereas software purchased by MAPE be accessible whenever possible.
* Whereas costs vary widely, from no cost to moderate costs. Exact costs are unknown at the time of this resolution submission.
* Whereas action steps are to be initiated by MAPE staff immediately. The recommended initial action steps are to begin changing all existing forms to an accessible format and identify resources that need to be employed to establish accessibility . The baseline for this format should fall in line with [Section 508](https://www.section508.gov/) accessibility guidelines as a starting point. Within Section 508 is also WCGAG 2.4
* Whereas accountability for implementation will be placed on all MAPE Staff, Board of Directors, and Statewide Local Presidents. The Board of Directors will write a policy regarding accessibility.
* Whereas accessibility status reports should be provided by Communications to all MAPE members on a quarterly timeline.

*Resolved….*

* All MAPE documents are accessible to all membership and MAPE staff.
* This resolution ~~does not have a date of completion~~ have an implementation date of March 31, 2023 as accessibility is an ongoing need for all MAPE members.

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| Passed by | Date |
| Local 1101 Executive Team | 8/17/2022 |
| Region 11 Director Jessica Raptis | 8/17/2022 |
| Elizabeth Pearson Local 2101 | 8/18/2022 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Rose (Rosie) Widell | [rose.widell@state.mn.us](mailto:Rosegarland1@gmail.com) | 651.361.7261 |
| Robert (Rob) Hobson | [Robert.hobson@state.mn.us](mailto:Robert.hobson@state.mn.us) | 651.402.6667 |

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

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| What is being amended? | Resulting Language |
| MAPE Staff, Board of Directors and Local Presidents shall ensure implementation of accessibility for all MAPE documents.  When updating our software, MAPE shall purchase software that is accessible whenever possible.  MAPE Board of Directors may hire an outside firm to assist in the implementation of accessible documents and software.  Accessibility status reports are to be provided by the MAPE Communications team to all MAPE members on a quarterly timeline.  Ensure MAPE is starting with [Section 508](https://www.section508.gov/) for accessibility. MAPE HR director shall ensure we are always following the most up to date guidelines. | MAPE Staff, Board of Directors and Local Presidents shall ensure implementation of accessibility for all MAPE documents.  When updating our software, MAPE shall purchase software that is accessible whenever possible.  MAPE Board of Directors may hire an outside firm to assist in the implementation of accessible documents and software.  Accessibility status reports are to be provided by the MAPE Communications team to all MAPE members on a quarterly timeline.  Ensure MAPE is starting with [Section 508](https://www.section508.gov/) for accessibility. MAPE HR director shall ensure we are always following the most up to date guidelines. |

**M**()**SP** to postpone indefinitely.

Vote: 32 Yes; 69 No; 1 Abstain

**Motion failed**

**M**()**SP** to move to the Board of Directors.

Vote: 45 Yes; 53 No; 3 Abstain

**Motion failed**

**M**(Bernard)**SP** to amend by striking “does not have a date of completion” and add “have an implementation date of October 1, 2024.”

**M**()**SP** to end debate on amendment and call for vote.

Vote: 88 Yes; 10

**Motion passes**

Current amendment.

Vote: 85 Yes; 14 No; 2 Abstain

**Amendment passes**

**M(Prideaux)** to delete everything and replace with:  
MAPE shall form an accessibility workgroup which shall be comprised of members and staff appointed by the president and board. This taskforce shall identify steps to make a majority of MAPE documents accessible to members by 10/1/2024. Documents must also meet the plain language requirements as put out by State of MN. They shall report on this progress at the 2023 Delegate Assembly. The board may allocate funds to this entity.

Modify Article V, Section 4 to include:

An accessibility workgroup shall be formed which is comprised of members and staff appointed by the president and board. This workgroup shall oversee efforts to improve accessibility at MAPE.

**M**(Swenson)**SP** to amend the date on the amendment from October 1, 2024 to March 31, 2023.

Vote: 68 Yes; 23 No; 7 Abstain

**Amendment of the amendment passes**

Back to the amendment with the new date.

Vote: 83 Yes; 13 No; 3 Abstain

**Amendment passes**

Approval of the amended resolution

Vote: 85 Yes; 14 No; 2 Abstain

**Amended resolution passes**

### Resolution 5

**Reinstate the Meet and Confer Chairs Committee Speaker Position to the Executive Committee**

Whereas…

* A resolution to remove the Meet and Confer Chairs Committee Speaker, the Organizing Council Chair, and the Political Council Chair from the executive committee was postponed indefinitely.
* After delegate assembly the Board of Directors removed the Meet and Confer Chairs Speaker only and not the other two positions.
* The Meet and Confer Chairs Committee is responsible for sharing information regarding common workplace issues, working with management, workplace actions and member engagement practices and is responsible to report to the Board of Directors and Executive Committee in a manner consistent with the chairs of the other two committees it is the position of the committee that we were unfairly singled out for removal.
* The Meet and Confer Chairs Committee is the only MAPE committee with representation from every agency that has MAPE members so is extremely representational, and its voice should carry the same weight and have the same vote as the other two committees.
* Since the Meet and Confer Chairs Committee Speaker is already attending all of the meetings involved there would be no additional cost implications to reinstate the position to the executive committee.
* The Meet and Confer Chairs Committee will work with the Board of Directors Governance Committee to further define the role and ensure it stays within scope and to create any needed definitions to address any additional concerns.

*Resolved….*

|  |  |
| --- | --- |
| Passed by | Date |
| The Meet and Confer Chairs Committee | 08/18/2022 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Maureen Dunaway | Maureen.Dunawa@state.mn.us | 651-278-5506 |

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| --- | --- |
| **What is being amended?** | **Resulting Language** |
| Committee Members shall elect a Speaker who will act as a liaison between the Meet and Confer Chairs Committee and serve on the Executive Committee and MAPE Board of Directors as a voting member, and serve on the Negotiations Committee as a full member. The Speaker will be elected at the Negotiations Convention. The Speaker is an elected position for purposes of holding MAPE office, and will serve a two-year term. All bylaws pertaining to the rights of MAPE office holders apply to the Speaker    Amended to article 5 as follows:  The Executive Committee shall consist of:   * The Statewide Officers * The Chair of the Political Council * The Chair of the Organizing Council * The Speaker of the Meet and Confer Chairs Committee | Committee Members shall elect a Speaker who will act as a liaison between the Meet and Confer Chairs Committee and serve on the Executive Committee and MAPE Board of Directors as a voting member, and serve on the Negotiations Committee as a full member. The Speaker will be elected at the Negotiations Convention. The Speaker is an elected position for purposes of holding MAPE office, and will serve a two-year term. All bylaws pertaining to the rights of MAPE office holders apply to the Speaker      The Executive Committee shall consist of:   * The Statewide Officers * The Chair of the Political Council * The Chair of the Organizing Council * The Speaker of the Meet and Confer Chairs Committee |

**M**(Blagsveldt)**SP** objection to should the object be considered?

Vote: 60 Yes; 28 No; 9 Abstain

**Motion passes**

**M**(Ferrara)**SP** to refer to the Board of Directors.

Vote: 50 Yes; 49 No; 1 Abstain

**Motion passes**

**M**(Jorgenson)**SP** to adjourn.

No Objection to consensus

**Passes**

MAPE Delegate Assembly 2022 adjourned at 3:55 PM.