

Executive Committee Meeting

March 6th 2020

5460 Lexington Avenue, Shoreview, MN

Meeting called to order at 8:45 a.m.

Present: SW President Chet Jorgenson, SW Vice President Thu Phan, SW Treasurer Todd Maki, SW Secretary Lynn Butcher, Organizing Council Chair Sarah Evans, Political Council Chair Cathleen Cotter (left at 1 p.m.)

Staff: Executive Director Lina Jamoul

**9am OPEIU Meet and Confer**

**Executive Committee**

1. 2020 goals (Jamoul) – EC reviewed the current document and conducted an informal SWOT analysis:

* Missing key measurables and timeline
  + Discussed ways of sharing information and increasing transparency for members; articulating responsibility for outcomes (metrics);
* Threat if we do not figure out the all or nothing approach vs. need to capitalize on opportunities that present themselves (PPL; Equity Payments)
* Doesn’t (and currently do not) celebrate victories or have transparency in our work so members know all of the work that is being done;
* Planned large actions will consume resources;
* ED Jamoul will add items that arose from discussion & improve narrative:
  + Add M&C to #3, add follow-up activities for large actions (then what?);
  + Add training calendar to document.
* VP Phan and Treasurer Maki will work on budget request/process for Chief Steward work;
* Treasurer Maki will share infographic about media literacy (#2);
* Secretary Butcher will provide Lina with suggested language around #1;
* Chairs Evans and Cotter will discuss plans for statewide actions with the OC and PC to determine where the actions fit in the councils’ work and how they can best support them moving forward.

*Active and knowledgeable representational teams*

* Steward Summit – ERC has been discussing the possibility of having another Steward Summit this year; EC discussed cost (approximately 1.5 FTE) and suggested further evaluation of first summit, exploring regional summits, having on Saturday and having every other year (with specific metrics for success)
* Chief Steward elections – Thu is managing the elections to ensure they are occurring as required; EC discussed how election integrity would be ensured if contested election; Lina suggested creating a separate email address to ensure ballots are not missed; Lina will connect Thu and Paul to ensure this moves forward.

*Improve working conditions for members*

* Coronavirus (Jorgenson) EC discussed need for MAPE plan for potential impacts (e.g., Quarantine, lack of sick time, 24/7 operations); one option is to bring together coalition of unions to develop MOU. ED Jamoul shared template that MMB sent to agencies – some agencies have used and others have not. MAPE is working with MDH employees; they have concerns around sick time/overtime and protective gear; MAPE is working through the Commissioner and will escalate to MMB if needed. Chair Evans will share pertinent information with President Jorgenson, ED Jamoul, Leah and Pete. All agreed this is an opportunity to highlight the work our members are doing to ensure good management of this potential crisis.
* MMB Quarterly meeting - ED Jamoul is meeting with MMB next Friday and will come out with dates for next year:
  + Arbitration process/backlog
  + Temp Unclassified
  + MNState – unclassified
  + DCT
  + Student Loans
  + Top of Scale
  + Actions/Budget
  + Overhauling state government
    - Who do we negotiate with
    - HR responsible for R&R and will be accountable for metrics
    - HR advising Commissioners
    - Investigation Culture
  + Membership:
    - President
    - Executive Director
    - Members as needed
    - Staff as needed

1. Eastside Freedom Library Event – Past, Present and Future of Black Labor; April 10 @ 7 p.m. <https://eastsidefreedomlibrary.org/the-past-present-and-future-of-black-labor/>

**M**(Butcher) **SP** to spend $500 to sponsor this event and purchase up to 20 tickets at $50 each for members on a first come-first served basis.  If high interest, will bring to board for additional tickets.

* + ED Jamoul to work with Comms to highlight this and the Nellie Stone Johnson event and maybe do a story on African American contributions to the labor movement.

1. Board Development – What do we want to get out of the meeting/on the agenda?
   1. Re-lay foundation for project
   2. Determine next steps for whole group and sub group:
      1. Define number of meetings;
      2. Set agenda for next meeting;
      3. Capacity building question for BOD and Exec Committee on driving strategy; Roles and Responsibilities;
      4. Holding ED accountable;
      5. Determining what work can be done without policy changes
      6. Identifying training for the board.
   3. Exec Committee should set example for BOD responsibility and accountability
   4. ED Jamoul will work with Emil to build out the agenda and will send out email for topics others want to talk about
   5. President Jorgenson and Director Schoop will talk about original intent of the work
   6. ED Jamoul will send info on Phase 1 and Phase 2 to the workgroup to provide further context
2. Climate study follow up

* ERC request for full Climate study report
* EC will look through current report and determine what needs follow up that is not reflected in the Key Goals document;
* ED Jamoul and Treasurer Maki will work speak with Todd Kohl to request a rewrite of the report that can be more widely shared
* President Jorgensen and ED Jamoul discussed their plan to ensure a respectful and collaborative relationship going forward.

1. Personnel: ED Jamoul to send an email update

* New communications coordinator
* MEDO hire
* Member complaints
* Coaching

1. Misc. / operations – Not discussed

* MAPE portal and non-members attending trainings

1. BOD Agenda
   1. SWOT on 2020 Goals
   2. Additional items to be compiled via email

Meeting adjourned at 4:45 p.m.