**Executive Committee Minutes**

**6 November 2020**

**8:30am-4:30pm**

**Virtual**

Meeting called to order at 8:37

Present: Statewide (SW) President Megan Dayton; SW Vice President (VP) Thu Phan; SW Treasurer Todd Maki; SW Secretary Lynn Butcher; Organizing Council Chair Sarah Evans; Political Council Chair Cathleen Cotter; Speaker of the Meet & Confer Committees Whitney Terrill

Staff: Executive Director Lina Jamoul

Guests: Emil Angelica; Leah Solo, Mike Asmus, Paul Schweizer

**M** (Phan) **SP** to adopt the agenda**. Consensus**

**Election**

National/State (Jamoul; Solo)

Still shaping out. Several races within around 1000 votes, but likely outcome is 33/34 in the Senate, and a loss of five seats in the House, leaving a tighter DFL lead. Expectations vs. Reality – pretty consistent with what we knew: there were a chunk of tight races that had been looking good going into the election, and our preferred candidates just weren’t able to get there, even with DFL driving thousands of new votes. Still fully processing the idea that we are in a similar position after the election. Due to redistricting, all seats are 2-year terms. Hopeful that the new map will favor pro-labor candidates in 2022.

Ended with over 700 shifts – many of which were member shifts; November 14 – planned for more unrest than we are experiencing; wanted to get a big group of leadership: BOD, Negotiations; Councils, etc. 10:30 – 11:30 a.m. to touch base on results and how to move forward.

MAPE internal (Schweizer)

Walked through the timetable that has been proposed to the elections committee, but not yet approved. Nominations open Monday, November 9, with a 30-day nomination period (as opposed to 60-day for regular elections). Not too many positions, but there are two SW positions: Trustee and Organizing Council and two Regional Director Positions. The tight timeline is to be able to seat the two RD positions a the January BOD meeting. Appointed local officers will be on the ballot, but open local positions will not, since there were no candidates at the last special election, these positions can be appointed until the next special election, and there is not currently enough administrative support.

**ED performance review –**

Emil updated on the process to date and shared results of stakeholder interviews and staff survey. Executive team members who have been seated at least a year completed their part of the evaluation. The timeline for delivering the PE and communicating to BOD was finalized.

**Strategic Planning – postponed until December**

**MPLS rent control coalition endorsement**

Coalition to move MSP city council to establish rent control; Average rent for 1 bd: $1500/mo; 2 bd: $2300/mo**.**

**M**(Butcher)**SP** to recommend the BOD agree to sign on to the coalitionpetition. **Consensus**

SW President Dayton will ask Joe Hesla from rent control coalition to present to the board.

**CTUL gala sponsorship**

ED Jamoul provided background on CTUL – Organizes non-union workers to advocate for themselves; lot of immigrant workers; were behind the push for Target Living Wage; November 19 Gala; request MAPE sponsor their virtual gala at the Platinum Level of $1000. Due to the date, bringing the request to the Exec Team.

**M**(Cotter)**SP** to sponsor at Platinum Level Sponsor: $1000 for the CTUL Gala on November 19. **Consensus**.

**Delegate Assembly resolutions remaining**

Resolution 3 – Establishing a procedure for resolving disputes of MAPE’s governing documents and policies

**M** (Cotter) **SP** to decline to adopt resolution 3. **Consensus**

**M** (Butcher) **SP** to overturn the previous decision and take the next two meetings to complete the work needed to ensure there is a process in place for policy complaints. **Consensus.**

Resolution 8 – Speaker of Employee Rights Committee

**M** (Terrill) **SP** to not adopt at this time, and allow it to be re-presented to the next Delegate Assembly if the authors so choose. **Consensus**

Resolution 9 – Replacing “Regional Chief Steward” with “Regional Lead Steward” **M**(Terrill) **S** to adopt resolution 9. **M**(Butcher)**SP** to amend motion to adopt resolution 9 for bylaws and policies, and present a resolution from Executive Committee to update the Constitution and Election Rules at the next Delegate Assembly.

**Delegate Assembly 2021**

DA Planning Committee wanted a decision on DA 2021 date and whether it would be online or in person.

**M**(Butcher)**SP** to holding DA 2021 virtually. **Consensus**.

**M**(Cotter) **SP** to hold DA 2021 on September 18, 2021. **Consensus**.

**Board member profiles and photos**

How to get board members more public facing and give them a larger role in the organization. Profiling a BOD member on some frequency that comms staff can work around the board profiling individual folks: accomplishments in their job, their work, and for MAPE. Discussed expanding to councils as well.

Exec Team expressed support to roll this out for the board and will move forward with it for the Exec Team.

**Negotiations**

Exec Team got an update on potential negotiations strategies.

2:00 SW President Dayton transferred chair to SW VP Phan.

**Schoop/Pedretti Judicial complaints**

SW VP Phan provided an update on the judicial procedures.

2:30 SW President Dayton reassumed chair duties.

**OPEIU settlement –**

SW President Dayton provided an update on the settlement process to ED Jamoul and MAPE Managers.

**Steve Benson situational update**

(Asmus) Have allowed staff to block emails; is within his rights to speak at the board if he reinstates his membership; we should not try to prevent and must ensure he has equal opportunity as any other member speaking that day.

**Optional insurance for managers, board members, state officers**

To cover the exceptions in our current liability insurance; all need to select the same level of coverage. Todd recommends separate email rather than just putting it in the packet. Pre-determine level.

**M**(Maki) **SP** to recommend the $50,000 level, or $50/year. **Consensus**

**Board Agenda**

**Region 6**

SW President Dayton met with 602 and it went really well; Local President Kinley was there and was able to share her experience at the BOD meeting and the discussion that was held. Did not respond point by point to the issues in the email, but fielded questions. Did receive some pushback on the notion of the board speaking with one voice. SW President Dayton encouraged members to attend BOD meetings for themselves and provided information on how to do that

601 President declined offer for SW President Dayton to attend local leadership meeting, but OC Chair Evans did attend. OC Chair Evans reported 601 leadership feels they are in a holding pattern and need to get some communication out to membership, and identified residual tension from the leadership group. 602 Local President Kinley reported shared her experience at the BOD with 601 Leadership. Continues to be a need for processing with 601 Membership, particularly MinnState. Suggested meeting with both local presidents, SW President Dayton, OC Chair Evans, and OBA Martin to figure out the best path forward for this local, as well as having a similar meeting with 601 with SW President Dayton as was held with 602.

Exec Team discussed best way to respond and also to address the underlying issues that prompted this, as they are apparent in lesser degrees throughout the union, and decided that the strategic planning sessions with members is the best way to do this.

Adjourned at 4:47