Wednesday, September 2, 2020 – https://global.gotomeeting.com/join/692148333

Start time 12:00 PM

End time 12:45 PM

***Meeting Summary***

Date, Time & Location: Wednesday, September 2, 2020 – https://global.gotomeeting.com/join/692148333

Next Meeting Date, Time & Location: Noon-12:45 p.m., Wednesday, **October 7**, 2020 online via Go to Meeting

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| **Topic** | **Key Points Raised** | **Decision/Action** |
| Opening Remarks/Vice President’s Report – Jason Bonnett, President |  | No action |
| Announcement of Local Secretary Appointment– Jason Bonnett | Jason announced Rose Nordin as local secretary to complete term until next Spring. Chair of Charitable contributions committee as well. | No action |
| Membership Report – Nathan Hierlmaier | Nov 3rd – election. Encourage everyone to vote. As MAPE member cannot tell who to vote for. In past few months, has had thousands of dollars of medical expenses. Those expenses would not be paid for without union support. District 38 MAPE-endorsed candidate. Former MAPE member – DEVIN Bruce contact staff member to find out how to support District 38. For me, personally, benefits would not be there without MAPE. Devin’s contact info. | No action |
| Charitable Contributions – Rose Nordin | Rose presented summary of charitable contribution policy and guidelines along with submissions deadline information. Forms were distributed electronically with August meeting agenda. | No action |
| Organizing Council Update – Sarah Evans | MAPE newsletter two weeks ago. Put up grant application on MAPE webpage. Link in chat. Not easy to link from on webpage. Can apply on website. Link on application on webpage. Looking to give local leaders and members that have ideas for actions at locals around membership engagement or union orientation or relationship building. They wanted process for anyone at regional or statewide level for ideas to submit from project and get funding. Help people think through ideas and proposals. Help to organize at local level. Not ready to fill out or is new to you, Sarah can help fill out or talk to you about. Working on things - set up equity and diversity subgroup. Can talk more at a future meeting. Questions to Jason or Sarah | No action |
| Discussion of Delegate Assembly Resolutions – Tabatha Ries-Miller  | Discussions of Delegate Assembly resolutions. Saturday September 19th – it’s the highest governing body of our union. Every year has resolutions to change bylaws and constitution. There are 8 going. Tabatha is primary sponsor on many resolutions.There are open delegate seats – the primary seats are all filled but we do have alternate spots available. All delegates will be at Delegate Assembly. If interested in being an alternate, let Jason know. Delegate Assembly will be held virtually. Total of 9 resolutions and 5 Tabatha was involved in.1. Looking at language in judicial procedure. Proposing updating language to be more consistent with referring to parties in the complaint process. Language too aggressive. Cleaning it up to respondent and complainant. Semantic changes.
2. Second and 3rd – Item #2: Create a clear resolution process and issues as they arise. Number of avenues that members can take when they have an issue. Unclear of avenue to take. Make clear language on how to proceed when there is an issue. A number of items, some of minor issues and some of major. Seemed inappropriate for some minor issues to be addressed in same way as major issues. Judicial issue to be used for larger issues only. Item #3: Create a separate process for policy complaints. Speeds process up. Recommending those be pulled from local presidents. And chair of group be from constitutional rules committee. They won’t be a voting member but will serve as a Subject Matter Expert (SME) and provide guidance. So, it can be done quickly. Statewide election. A number of complaints and timeline for complaints to get addressed. Trying to address some of that concern. Policy issues need to be resolved in a shorter timeline compared to issues like embezzling. Should have more resources dedicated to it.
3. 4th – addresses whistleblower that brings complaint, doesn’t have stake in game just notifying pf complaint. So, they don’t play a significant role in the process. Elections committee plays a role, if it is, then elections committee becomes complainant and violator becomes respondent. And it goes to committee. By election committee being judge and jury, it’s too much responsibility. If they are investigating body and provide recommendation, they are separated from process and not fully responsible form the outcome. New policy complaint process.

Questions: There are rules around the process which mirrors statutory language on how one would resolve a legal suit. Trying to clean this up so it’s clear on which process is used for certain complaints. So there’s no ambiguity on how complaints are resolved. Disagreement on formal or informal complaints. Felt there were biases on when executive committee when backdoor committee was used and when it wasn’t. No other avenues for complaints so no other feelings of bias in the process1. Another aimed at essentially creating a single
2. Addressed current language for different word counts during elections – flat 300-word personal statement regardless of position you’re running for.
3. Addresses elections rules as well – proposing candidates to use MAPE technology and staff time if MAPE candidate fully reimburses for staff time. Will present time conflicts because candidates expected to be at different locals at the same time. Also allows for MAPE office to send out election campaign materials at home email address if members opt in to getting MAPE election materials. Timeline for election cycle. Campaign in advance of cycle. So, people have a longer time to campaign before election.
4. Another resolution semantic change that addresses to chief steward. To remove “chief” to remove anti-racism stance. To replace with “lead”
5. Creates new statewide position “speaker of employee rights committee” co-chair of statewide VP – chair of any arbitration appeal. Co-sponsor but not primary author. Number of chief/lead stewards. Statewide VP elected by membership. Chief stewards. Statewide VP has many responsibilities does not have expertise to handle formal appeal. Wants to make sure this position has all of the knowledge that chief steward would have to make this process move smoothly. Creating a cooperative role between statewide VP and speaker of the elections committee. One of the chief stewards, chosen by the chief stewards. To sit with Vice President and aid.
6. Creating opportunities for chief stewards – changes bylaws. Local officers will not be chief stewards. Regional directors cannot be chief stewards. Trying to make someone who’s a chief steward focus only on that role and not be on another role within MAPE.

Question: Question on resolution 7: candidate forums: Jason Bonnet – if a local has a candidate forum they have to coordinate with other locals so that they don’t have a candidate forum at the exact same time. Answer: yes – would have to be coordination. Would be difficult -mostly for statewide positions. Her proposal to have a forum statewide to have a forum for authors to answer questions for members. That was approved. You can just talk to the author specifically. |  |
| Stewards Update – Stephen Kelly | Nothing meaningful has changed. Primary issue of the day is return to work. Other issue occurring disproportionately at different agencies. Share URL’s for COVID-19 – shared at last visit. On MAPE website. Would encourage people to visit these sites.We did just have an arbitration decision. We lost it. We thought we’d be successful and were shocked with response. Around the requirement for nonexempt individuals to forcibly flex hours. Minnesota State employee required to work overtime at a student event on the weekend. There was no notice with the temporary schedule change. So, an employee can literally be told they have to work Saturday and Sunday and need to flex out hours by Tuesday with very little notice. We argued there has to be a mutual agreement in order for there to be an adjustment of hours; Arbitrator stated there does not have to be notification for adjustment of hours. Hoping this will be addressed at negotiations table. This upends people’s lives. People end up working overtime and don’t get paid for it. This decision is not great news.Jason – did try to address with negotiations last time and will try again this time. |  |
| Directors Report – Tabatha Ries-Miller | Had listening session. Has another tomorrow. Address with membership. Most are receiving email updates. Understand turmoil Board of Directors experiencing. Heard individuals. Feel like people want to withdraw membership because leadership is corrupt. Tabatha has concerns with leadership but encourages you to first reach out and be heard. Tabatha does a lot of work in this organization. She believes in the union and believes collective power. If she’s willing to put in this much time despite having received this much harm, asking if you could at least make your concerns known. Someone should at least hear concerns. Second, do know there is clear that she is struggling within her role because climate and atmosphere at the board. It’s impossible for her to hide. Will come out in communication. As a human bring. It’s not fair to try to gloss over or shadow the kind of decisions and behavior that is happening at the statewide level. Do understand not all agrees with her perspective or wants to hear that level of conflict or negativity. She will do her best to present information as factual as possible. As a human being, she will work harder to do that. With this level of transparency, it will effect this change. Will not change it we aren’t willing to talk about problems happening. Plan to provide updates. Next update is Delegate Assembly. Special meeting in month of September. Please attend listening session tomorrow.Member: Had to speak up. In the last few months this is the first time that I have heard infighting. Have seen organizations dissolve. Want to stress my anxiety. I think we need to deal with this. I feel like Tabatha is alone. I want to go on the record by saying we need to address this and do it publicly as unity and a better, clear understanding with better transparency. We need each other now more than ever. I respect that you’ve been with the union a very long time. When you say something is wrong, I believe you. We need to get everyone paddling in the same direction. Conflict at the statewide level and conflict at the Board of Directors is not a new phenomenon. Before I joined the board, the climate study was heard by the board and they decided to make it a closed document so no one would know the outcome. This conflict isn’t just with the newly elected board. The real solution is to let our members know what is going on and find a way to resolve it. And to find a way to move forward in a better direction.Jason: Democracy is messy. We are an organization that is designed to represent us. We need to participate. We aren’t going to have 100% membership. We don’t want people to drop their membership. We aren’t always going to agree with how things are though. |  |
| Political Council Update – Jason Broberg  | Elections in November. Crunch time. MAPE-endorsed candidates. Endorsed to get labor friendly and worker friendly legislature. Need help to get these people elected. Phone banking. Text banking. Posted a link in the chat on MAPE website. Feel free to contact Devon Bruce or Jason. Help us elect a friendly legislature in November. | No updates |
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| **President – Jason Bonnett****Email: jason.bonnett@state.mn.us** | **Regional Director – Tabatha Ries-Miller**Email: tabatha.ries-miller@minnstate.edu |
| **Vice-President – Jessica Migler****Email: jessica.migler@minnstate.edu**  | **MAPE Business Agent – Lyz Martin**Email: lmartin@mape.org |
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