Wednesday, November 4, 2020 – https://global.gotomeeting.com/join/959658365

Start time 12:00 PM

End time 12:45 PM

***Meeting Summary***

Date, Time & Location: Wednesday, November 4, 2020 – https://global.gotomeeting.com/join/541363781

Next Meeting Date, Time & Location: Noon-1:00 p.m., Wednesday, **January 6**, 2020 online via Go to Meeting

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| **Topic** | **Key Points Raised** | **Decision/Action** |
| Opening Remarks/President’s Report – Jason Bonnett | Hope everyone voted. Jason served as an election judge - everything went smoothly. Jessica was an election judge also. We did end up with another 2 years of divided legislature in MN. This was not the result we hoped for in MN, but we will move forward. National news - still trying to figure out for various states but MN is pretty well known. Welcome and glad you’re able to make the call.  Before moving on, discussion of 2021 budget. We will not have a December meeting. Usually our celebratory lunch and get-together but due to pandemic, get-together will not happen, so we will cancel. Your holiday gift is to not have to look at this face. Jessica will run the January meeting on January 6th.  This budget was presented last month’s meeting and required 30 days to review before it could be approved. This is your opportunity to participate in the process - ask questions, make motion. Proposed budget was attached to meeting notice. | No action |
| Approval of 2021 Budget – Michael Zajicek | Proposed budget was created with idea that we could have in-person meetings next year and work-from-home through June. Estimated maximum expected to spend in year.  Michelle Rosier Question – 2021 budget looks like 2020 budget – thinking that since work-from-home through June is there a way we could change food, beverage, catering budget line (pretty high) and instead look at ways for union to boost budget for upcoming hardship and layoffs of steward support for those who are laid off?  Answer: We got notice about work-from-home through June after this budget went out. This was proposed last month. We haven’t had a discussion surrounding it. It’s likely we won’t spend that food budget because for entire year of meetings, so we can shift money to other categories if membership wants to.  Questions or suggestions?  Follow up question: understand hardship assistance category is one-time ask and relatively small amount. Where in this budget line item for layoffs and those that have to navigate this?  Answer: We don’t have a specific line item to address this issue. If someone gets laid off, that’s not something we typically deal with. We do have a line item that is membership-related expenses, so we don’t have the ability to if membership gets together and decides to vote dollar amount to an instance or cause or anything, we have ability to transfer money around. Membership must discuss and vote on that. No specific line item to deal with layoffs. If that’s something you want to propose, we can try to create a line item.  Mike – thought of layoffs, MAPE would do something if person laid off and not appropriate. We have a policy that we don’t handle that.  Jason: People during the year, people have option to propose what to do with money – category to create. His understanding is that this is a forecast. This is before notice that we would be out through June of next year. This is best guess for 2021. If people have specific proposals and dollar amounts… if there’s something people are interested in exploring and don’t know how to do it, we can talk to MAPE central and figure out how to put money in throughout year. If we have a policy, we want to create throughout the year, we can create it. It has happened and can happen. We just need something posted, reviewed at a meeting, and voted on by the membership.  Question: two things. If you are not speaking, in part of meeting. If you can turn off camera. Especially for deaf personnel to help with deaf personnel.  Also, with part of money, if we could increase hardship money so with layoffs or covid or everything else… if we could increase hardship fund and take money from the food.  Mike: We can take money from food, and we can add to hardship assistance, but may not fit into revised policy right now. We may need to revise the policy, if needed.  Joan: there was a recent committee change  Mike – committee may not want to revise. May want to talk to MAPE central and create a new committee/policy. We do have half the year that we won’t be using food fund. We aren’t doing December party so could decrease fund due to that as well. If anyone has proposal, I am happy to hear it.  Michelle Rosier – supports Joan’s proposal and would like to propose it. Would like to move money to support layoffs. Would support moving it now and if there’s a layoff policy then we could have it for later.  Joan – committee worked on policy and was for $1000.  Rose – committee – layoff would be covered under that policy.  Michelle Rosier moved would like to propose moving $3000 into the hardship fund. Food line item to Hardship fund line item seconded by Joan Treichel. Motion passed. | Michelle Rosier moved to amend the budget to move $3000 from the Food, Beverage and Catering line item into the Hardship fund line item.  Seconded by Joan Treichel.  Motion passed.  Laura Silver moved to approve amended budget.  Dorothy Morrissey seconded.  Motion passed. |
| Organizing Council Update – Sarah Evans | Make sure to do something extra today. Take care of yourself.  Had a lot going on. Update and insight into statewide initiatives going on.  Reminder – organizing council does membership recruitment and organizing work. Organize member and build power by organizing people, members, and union. Missions of what we do. Over the past few months, had two main priorities. Set up equity, diversity, and inclusion committee. Met 2 times. Have 35 members. Set out applications this summer. There’s so much we need to do to advance equity and inclusion within MAPE and community and wanted to harvest that energy. People all over state and different agencies. Excited about that work. We also after our first meeting, we learned that there is a strong interest in examining data in hiring separation and hiring. Take a look at the data and take action as a union to make things more equitable. Look at data on how to move forward with that. Want to underscore that a key takeaway from the committee’s work thus far is prioritizing the internal work that MAPE must do to become a more equitable, diverse, and inclusive organization. Want to see more people of color in union leadership roles. Want to represent more people in committees and want to keep things going. Considering bringing on an external facilitator and an expert. We know this work is important but know they aren’t experts and need to reevaluate and make broad and actionable change and not rehashing discussions. Second, we are working on new employee orientation. Did first virtual statewide new employee orientation last week. It went really well. We have been learning new online facilitation tactics. MAPE held an online facilitation training for statewide leaders and staff. There were extra spots and a couple more members involved in organizing council initiatives were able to attend. Knowing we will be in this virtual space until at least June and want to keep things engaging. If you have any interest in learning or hearing about this in new employee orientation, let her know. It’s a place we can keep our work going. We still need to get some data on how many people signed up after the training. We’ve been targeting list of newish employees that came on after lockdown, so they have not received orientation. Some orientations weren’t happening, so we were trying to catch those that were missed. Also, region 9 does not have a membership secretary so we helped fill the recruitment gap. We have a PowerPoint and talking points that we can customize for other locals. We are trying to work with local leadership especially where there are gaps in leadership. Hoping to expand that out to other regions. So, Nate and others, we can consider coordinating a presentation for local 601. It was really encouraging and went well. It was organizing council, region 9 and a few others on our planning team; the collaborative effort felt great.  Last thing – will continue looking for ways to support membership recruitment and local to get off the ground to coordinate membership secretaries across the state and share experiences. With shared space, it is easier to connect across the state. It brings those of us that share work together to share ideas.  Had new officer training back in October. Organizing council member Zac Echola led a breakout session with membership secretaries. More to come.  Have so much going on but had some great wins and setting foundation for this work. Let her know if there are any questions.  Question: Is there a way to get ongoing updates about the equity, diversity, and inclusion work?  Answer: Newsletter – hoping to highlight things going on there as well. Newsletter for agency efforts. Sarah will plan to provide updates in this area at future local meetings.  Michelle Rosier – would love to work with MAPE can share what they have for action plans. Can use this time to coordinate some things.  Sarah – great. To give context on committee – trying to figure out logistics and how to keep group going. Don’t have specific priorities. She will make note that Michelle Rosier is working on this, and it would be helpful to work with Michelle and reach out on crossover and stay on touch.  Todd Smoler: Commend Sarah that this is a great idea to help with onboarding new employee and getting them involved with MAPE early. He wants to be involved. At least in drafting materials. Fantastic that we are thinking along those lines.  Contact Jason or Sarah with questions: sevans@mape.org |  |
| Director’s Report – Katey Kinley, President Local 602 | First time she substituted at board meeting after Tabatha stepped down. Summarize the follow-up on step down. Jason and she has requested a response from MAPE, and the board did a great job of trying to make sure that MAPE and the board were doing the right thing following the June/July and on timeframe. Had attorney speak to the board regarding particularly the reimbursement to member for healthcare charges and not having that person named in the meeting minutes. Each approached from their points of view. He had recommended that members name be left off. Parliamentarian understood that the name had been disclosed and the issue that was discussed was that part of the conversation was in the public part of the meeting and part was in the executive session that was held. Unfortunately, much of the statements were not part of that private meeting. Regarding the response that MAPE wrote in response to Tabatha’s situation and response in last local 601 meeting: MAPE board was somewhat split on support of MAPE’s positions and support of Tabatha’s positions. I personally felt Tabatha was deserving of support. Response that MAPE wrote was a finger-pointing exercise and was not representative of the board. Katey’s open to answering questions and will send back to the board for questions.  Jason: Is the board going back together and going to try to redraft a response or what the status of this is?  Answer: you and I both agreed that amount of time that went by took longer than what you and I thought it would. Not going to redraft. She’s going to read from the summary. The proposed document of all the board members and assuming good intent of each other. To assume positive intent and the actions of every level of the organization.  I want our union to be strong and I want you to be able to raise your hand if you feel there is an issue., I want this to be a learning experience. I feel this is very negative. I feel terrible that Tabatha stepped down and I feel sad to see her go.  Jessica: Thank you for your honesty. Don’t know if you’ll go back to board. Work at Minnstate but heard by asking around to members… heard that board is going to release statement which will have a negative impact especially at Minnstate and especially since nothing else will be done. And when Megan came. there was finger-pointing and said things that were untrue. I’ve been involved with unions a long time. This is disheartening. I love unions and this is disheartening. It will have an impact on membership if the board doesn’t say something.  Rose – Tabatha is very well-known not just in local 601 but statewide. She serves on the statewide MinnState Meet and Confer team, so she is known and respected. If the MAPE board of Directors won’t listen to us in local 601, then maybe they’ll listen to the numbers because I truly believe there will be fallout from this, and it will likely be statewide.  Joan – last board meeting – if statement was to be approved as it was written, it would have been more damaging. It was not approved to be sent to our members. Thank you for being our voice for our members.  Katey – board does offer time for member feedback and we can share time for the feedback. That is an opportunity for anyone that wants to speak up personally with concerns and support of Tabatha. That would be great. Had never attended a board meeting and had never listened in. Not enough of us do.  Joan – BOD meeting the third Friday of the month - member comments at 11:30 am.  Sarah – at board meetings – I am also trying to have conversations about this in spaces at MAPE. I am hearing what people are saying and trying to help navigate this and help 601 in any way that I can.  Katey, Jason or someone will fill in until this position is filled, and there will be special election for this position which will probably happen in first quarter of 2021. Joan asked who will represent at November BOD meeting. Katey will check her schedule. | No action |
| Steward Update – Stephen Kelly | Jason – virtual basic steward training on November 13th. Go to MAPE website or Jason can forward. Even if you are not interested in being an active steward, this training can help you be a better advocate for yourself.  FMLA and ADA – member bullied FMLA and ADFA got doctor’s note and got adjusted schedule. HR accepted but required them to use FMLA . Filed grievance and won so that they did not have to use FMLA  Open enrollment is currently going on for 2021. | No action |
| Business Agent Report – Lyz Martin | Out sick | No action |
| Adjourn |  | No action |

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