**Wednesday, October 6,** **2021 -** [https://www.gotomeet.me/MAPELocal601](https://www.gotomeet.me/MAPELocal601" \t "_blank) United States: [+1 (872) 240-3212](tel:+18722403212)  **Access Code:** 279-053-445

Start time 12:05 PM End time 12:50 PM

***Meeting Summary***

Date, Time & Location: Wednesday, October 1, 2021 – [[https://www.gotomeet.me/MAPELocal601](https://www.gotomeet.me/MAPELocal601" \t "_blank)](https://www.gotomeet.me/MAPELocal601)

Next Meeting Date, Time & Location: Noon-1:00 p.m., Wednesday, **November 3**, 2021, online via Go to Meeting.

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| **Topic** | **Key Points Raised** | **Decision/Action** |
| Opening Remarks/Jason Bonnett, President |  | No action |
| Membership Report - Sharrilyn Helgertz, Membership Secretary | Siobhain Rivera gave update for committee. Mary Heim and Jenn Barson joined recently. Meet with new hires and introduce union to them. Let people know and can serve as a resource to them. Membership rate is 62.7%. Means that only 62.7% of eligible members have chosen to join. That is ok. It’s gone down recently. Wanted to impress upon people that we need new members for membership committee. Need to hear from you. Email Sharrilyn. Just wanted to check in about that. Thank Mary for joining us. Would love to have more people help us. Related to things like our bargaining power. Track outcomes (data) and get swag to new members (experience with logistics). If you have these strengths, reach out to us to make our union stronger.  Jason appreciates hard work that this team does.  Contact Sharrilyn Helgertz ([sharrilyn.helgertz@state.mn.us](mailto:sharrilyn.helgertz@state.mn.us)) with questions. | No action |
| Budget Presentation – Michael Zajicek, Treasurer | Michael went over proposed budget line items. Updated treasurer’s report through August.   * Question: How do we arrive at income amount line item? * Answer: We receive $1.25 per member per pay period. Estimated a certain number of members and can adjust in future if needed. It’s just what is allocated to us based on dues. * Question: When will we be starting in-person meetings again? * Answer: we did We aren’t planning in-person meetings until at least after first quarter of next year due to delays on return to work. There are a lot of teams with different schedules. Some people are not even back yet. We are having those discussions ns so far are not pushing in-person meetings yet but will figure out when they are safe. * Jason – we sent out a survey. We will be sending out another survey. Fingers crossed that we will be having in-person meetings next year. I didn’t think we’d be out this long.   If you have questions or ideas on what to do with what to do with our money, you can bring it up any time. If you get an idea throughout the year, bring it forth and we can bring it to the membership.  Won’t be voting on this until November meeting. This is your opportunity to ask questions about this. Everyone should have gotten copy of the proposed budget in meeting notice. Thank you., Email me or Michael with questions.  Contact Michael Zajicek ([michael.zajicek@state.mn.us](mailto:michael.zajicek@state.mn.us)) with questions. | No action |
| Delegate Assembly Report – Lisa Slaikeu, Vice President | Delegate Assembly (DA) went a lot more smoothly than last year. Last year was first year in virtual format. Went longer than intended. This year was advanced prep work. Had time to discuss resolutions... time to evaluate as a whole. Things went a lot more smoothly. On the agenda. There were 7 resolutions but not all passed though. One was ruled out of order. One for board to establish work groups. Board members would be voting members. They would provide wisdom and council. Resolution passed to expand to secretary and more definition that there’s a speaker and negotiations committee and limiting term. And size of meet and confer committee was expanded up to 12 members. Resolution passed on clarification of speaker role. Another resolution to make things clearer. That resolution got postponed which caused conflict in our bylaws. Jason Broberg to expand. Other resolutions that passed RE: election rules. When people get elected, we will be able to avoid hustle and bustle when electing people for a seat, have contract at same time, will streamline so not big push for a bunch of changes at the same time.  Question: can you give a good explanation of what DA is for those that aren’t familiar with it?  Each local across MN. Each local elects delegates and representatives to vote on items that affect the bylaws. That way we can get the entire state on the same page when there are rule changes that need to happen. So that our union can function better as a whole.  Contact Lisa Slaikeu ([lisa.slaikeu@state.mn.us](mailto:lisa.slaikeu@state.mn.us)) with questions. | No action |
| Director’s Report – Jason Broberg | The Board of Directors (BOD) did not meet in September. Wants to talk about Delegate Assembly (DA) and strategic planning.  **Delegate Assembly**: Quick correction to board workgroups resolution. It had been true that board workgroups could only consist of board members. That limited participation in workgroups. The Resolution that passed allows non-board members to be advisors. There was an attempt to amend that Resolution at DA that would have expanded voting rights to non-board members; but, that amendment did not advance. As Chair of the Coalition Building workgroup, I will look for people to serve as advisors.  There is a conflict in the bylaws as the result of DA. One Resolution passed that removed the Speaker of Meet and Confers from Executive Committee. A second Resolution failed. That second Resolution would have changed language in a different bylaw that identifies the Speaker and the chairs of political council and org council as members of the Executive Committee. So, board is going to have to fix that conflict. Conflict was identified in DA. There was no way to fix given the rules. It had to go to the board. Board is also considering resolution from the 2020 DA. That language is published on the MAPE website regarding for article 13 and resolution of complaints. If anyone wants to dig into that and get their info to him by the October meeting, please do that. There is question about how the board will fix the conflict in the bylaws and what the practical effect is. The intent of DA to remove the speaker from the Meet and Confers seems clear. We don’t currently have a Meet and Confer chair. Would like to have a speaker of Meet and Confers. But, the practical effect, at the moment, is minimal; however, we still need to resolve this to clarify the role. Circling back to the Article 13 issue, please look at language on the MAPE website and if you have input then get to him.  **Strategic Planning**: MAPE is doing a 3 to 5-year strategic plan. Hired outside vendor to assist. Not possible for a group of volunteers with day jobs to do all the work ourselves. There are important questions and issues that MAPE needs to plan for. Our strategic planning process is about getting ahead of those issues that we can foresee and implementing governance models that allow us to be flexible and effective when encountering the issues, we can’t foresee. The Board has hired an outside contractor to assist us in attempting to get our arms around as much as possible.  What kinds of issues are there? Examples:   * Should MAPE continue to engage in common good bargaining? * What other organizations should be part of MAPE’s coalition? * How do members feel about MAPE’s call last year for Bob Kroll to resign from the Minneapolis Police Union? * Do you want more of that kind of activism or less? * How do we protect our right to organize and collectively bargain in an environment where there is more public support for unions that at any time in living memory, but hyper-partisan political forces are leveraging their control of the courts to zero in on killing unions off? * MAPE itself is currently defending a Janus like lawsuit where the Plaintiffs are demanding reimbursement of their fair-share fees paid over the course of years before Janus. Years when those fees were authorized by SCOTUS precedent and by the plain language of Minnesota law. There are 6 SCOTUS justices who are union busters. So, how do we prepare? * What should MAPE look like going forward?   + Diversity Equity and Inclusion   + Does the Local and Regional structure still work?   + Is the Local and Regional structure democratic?   I think that question is especially important to Local 601—here’s why:  Region 6 has 2 locals (601 & 602) and about 773 members. Some regions only have 1 Local; Some regions have 4 Locals. Even though we haven’t recruited every potential member, it is already true that Region 6 has more members than any other region. There are two regions that have half as many members as Region 6. Yet, those two regions each have 1 vote on the board and Region 6 has 1 vote on the board. The analogy I use is that Region 6 is to the board as California is to the US Senate. Is that fair? Should it be fixed? How should it be fixed?  Does an organization model based around agencies make more sense than a Regional model?  What are the potential unintended consequences of agency-based organization of the union?  How do we allocate votes?   * + Does the structure at MAPE Central still make sense?   Do we need an Executive Director?   * + Should member dues be a flat fee or based on the member’s pay rate (equal vs. equitable)?   These are just some of the questions the BOD and MAPE are currently struggling to answer. We need your input.  So, please get involved in the Strategic Planning process. Fill out the survey that was emailed (in my name) to all members. If or when you’re invited to do a 1:1, please do it. If you want to volunteer to do the 1:1, let me know—I’ll hook you up.  We’ll be developing other ways for you to get involved. Keep an eye on your email and the newsletter for details.  Q: Janus losing case for back dues?  A: We have 2 state employees suing MAPE on the back dues. Not doing great so far. State supreme court is not friendly and federal supreme court is definitely not.  Q: when was survey sent out?  A: September 23  Reach out if you’d like.  Jason Bonnett– thank you for detailed report. We are MAPE. Would like to echo Jason’s call for people who are interested in strategic planning process - in things we need to see of changes we need to make. If interested in seeing how union works. Only so much info we can provide in these meetings. It’s up to individual to educate themselves. A lot of things going on in the process. Not the last thing that we will hear on the process. Potential restructure. Currently MAPE is divided into 21 regions. More ways to do this and union serves its members.  Contact Jason Broberg ([jason.broberg@state.mn.us](mailto:jason.broberg@state.mn.us) or [jbroberg@mape.org](mailto:jbroberg@mape.org)) with questions. | No action |
| Steward Update – Deb Hagel, Chief Steward | Lindsay Koolmo – Local region 6 steward. Reach out on website. Deb Hagel is the chief steward. The only real thing to touch on. We are hearing concerns on vaccine and testing requirements if you go into the office. If questions, reach out to steward and we’ll reach out the best we can.  Q: understanding there is an upcoming steward training class.  A: Will get date and time and put in chat for those that are interested,  Stewards serve a very important role in the union. Encourage anyone who is interested to attend a training. Go to MAPE website to learn more.  Contact Deb Hagel ([debra.hagel@state.mn.us](mailto:debra.hagel@state.mn.us)) with questions. | No action |
| Negotiations Report - Jason Bonnett, President | Voting and next steps. A lot has happened since the last time we met. Last time we met still in the midst of contract. Now, the contract was passed my membership. 97% vote yes to 2% vote no. Minnesota Management and Budget (MMB) has sent to the Subcommittee on Employee Relations (SER). They met last Friday (quick turnaround) and voted on our contract. Subcommittee voted 9 to 1 to be approved by full legislature in February.  What does that mean. Means our contract has gone into interim effect. When will we be receiving backpay? Typically takes about 4-6 weeks. Have not received any guidance. Has anyone heard differently or a timeframe? All good news. Appreciate everyone’s good work. This last round was a tough one. Needed everyone to participate, rally, needed everyone to contract governor. Not done yet. Everyone is up for election. Also redistricting. A lot of political issues. We may reach out to you to reach out to legislators. A lot of anti-labor forces pushing against us. Not over until it’s over. The 9 to1 vote was good. A lot of people appreciate the work that we do.   * Question: 4 to 6 weeks from when? * Answer: Not exactly sure. Expect from now to Thanksgiving. We will certainly let you know when we know more.   New item that I learned about yesterday. We have a Statewide secretary vacancy and there will be an election. Nomination window opens today and closes November 4th. If interested in being statewide secretary. Send email to MAPE central. Email Jason and he can forward it on also. He will be sending a new email for statewide secretary update. There are steps involved. Note that people can self-nominate.  Jason Broberg – remind – this position is also a member of the executive committee. The board is the highest governing body. When board is not meeting, executive committee is the highest.  Contact Jason Bonnett ([Jason.Bonnett@state.mn.us](mailto:Jason.Bonnett@state.mn.us)) with questions. | No action |
| Adjourn | Next Meeting: Noon-1:00 p.m., Wednesday, November 3, 2021, online via Go to Meeting | No action |

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| **President** – Jason Bonnett  Email: jason.bonnett@state.mn.us | **Membership Secretary –** Sharrilyn Helgertz  Email: sharrilyn.helgertz@state.mn.us |
| **Vice-President –** Lisa Slaikeu  Email: lisa.slaikeu@state.mn.us | **Regional Director –** Jason Broberg  Email: jason.broberg@state.mn.us |
| **Secretary** – Rose Nordin  Email: rose.nordin@minnstate.edu | **Chief Steward** **–** Debra Hagel  Email: debra.hagel@state.mn.us |
| **Treasurer** – Michael Zajicek  Email: michael.zajicek@state.mn.us | **MAPE Business Agent** – Lyz Martin  Email: lmartin@mape.org |