



MAPE Delegate Assembly
DoubleTree by Hilton
7800 Normandale Boulevard
Minneapolis, MN 55439

Key: M = Motion S = Second P = Passed F = Failed

FINAL MINUTES

Date: Saturday, September 15

7:00 a.m. to 7:45 a.m.

Registration

*Grand Ballroom entrance (second floor)
Trustees Committee & MAPE Staff*

Vendor Tables Open

*Garden Court (first level)
Please note: vendors are scheduled until 1:00 p.m.*

8:05 a.m.

As of 8:05 called to order

Delegate Assembly Begins

Grand Ballroom

**Welcome first time Delegates and Alternates
Introductions, Housekeeping & Assembly Open:**

Chet Jorgenson, Statewide President

Executive Committee Introductions: *Thu Phan, First Vice President; Joan Treichel, Second Vice President; Todd Maki, Statewide Treasurer; and Samsam Abdalla, Statewide Secretary*

Staff Introductions: *Lina Jamoul, Executive Director*

Adopt Rules: *Chet Jorgenson, Statewide President*

PROPOSED Amendment to Standing Rules:

Move to strike out and insert Standing Rules E.6 with

6. Before making a motion, resolution, or amendment (motions) of greater than 5 words, the maker of the motion must provide the Secretary with their motion in writing. To facilitate making motions, a MAPE staff member will be available, with a computer, to transcribe motions.

MP (Consensus) to adopt the PROPOSED amendment to Standing Rules.
MP (Consensus) to adopt the Standing Rules as Amended.

Adopt Agenda: *Chet Jorgenson, Statewide President*

- **MP** (Consensus) to adopt the Agenda for the 2018 DA as presented.

8:15 a.m.

**Delegate Assembly Business
(Restructure Resolutions)**

Credentials Report, Joe Sullivan, Trustees Committee

As of 8:15am (91) delegates (2) upgraded alternates
Statewide Officers (5) Regional Directors (19) and 116 seated
out of a possible 144.

- **MP** (consensus) to adopt the Credentials Report as presented.

8:15 a.m.

Special Guest

U.S. Representative Tim Walz

8:30 a.m.

Restructure Panel Discussion and Forum Recap

MAPE Restructure Committee

Credentials Report, Joe Sullivan, Trustees Committee

As of 8:42 a.m. out of a possible 144 members, we have (5)
statewide officers, (18) regional directors, (91) delegates for a
total of 116 seated out of 144.

9:00 a.m.

Health of the Union

Lina Jamoul, Executive Director

Demonstration and training on voting devices:

Davia Curran, Member Database & IT Specialist

RESOLUTION #1: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Negotiations Convention Creation

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we're facing and to be able to support and enable MAPE's vision; and

Whereas, polling of MAPE members has shown that negotiations is one of our most important functions; and

Whereas, the more members involved in the negotiations process, the stronger and more transparent we are; and

Whereas, the negotiations team needs to hear directly from members on agencies issues; and

Therefore, a contract negotiations convention will take place every even year prior to the start of negotiations;

Therefore, the chairs of the statewide meet and confer committees will be included in this convention.

Resolved, a negotiations convention will take place biennially to develop bargaining plans.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Committee	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws ARTICLE XI NEGOTIATIONS CONVENTION</p> <p>Section 1. <u>Purpose.</u></p> <p><u>There shall be a Negotiations Convention for the purpose of establishing bargaining positions for the Unit 214 contract.</u></p>	<p style="text-align: center;">Bylaws ARTICLE XI NEGOTIATIONS CONVENTION</p> <p>Section 1. Purpose.</p> <p>There shall be a Negotiations Convention for the purpose of establishing bargaining positions for the Unit 214 contract.</p>
<p>Section 2. <u>Composition.</u></p> <p><u>The Negotiations Convention participants shall consist of:</u></p> <p>A. <u>The Executive Committee.</u></p> <p>B. <u>Negotiations Representatives elected during the most recent election.</u></p> <p><u>If negotiations with the state are still in progress, there may be some Negotiations Representatives who were not reelected in the most recent election. These Negotiations Representatives will not be included in the Negotiations Convention.</u></p> <p>C. <u>At-large members of the Negotiations Committee.</u></p> <p>D. <u>Chairs of the statewide Meet and Confer Committees.</u></p>	<p>Section 2. Composition.</p> <p>The Negotiations Convention participants shall consist of:</p> <p>A. The Executive Committee.</p> <p>B. Negotiations Representatives elected during the most recent election.</p> <p>If negotiations with the state are still in progress, there may be some Negotiations Representatives who were not reelected in the most recent election. These Negotiations Representatives will not be included in the Negotiations Convention.</p> <p>C. At-large members of the Negotiations Committee.</p> <p>D. Chairs of the statewide Meet and Confer Committees.</p>

Section 3. **Meetings.**

- A. The time and place of the Negotiations Convention shall be established by the Executive Committee and the Executive Committee will conduct a biennial review of the effectiveness of the convention will take place.
- B. The Negotiations Committee Chair(s) shall preside over the convention.

Section 3. **Meetings.**

- A. The time and place of the Negotiations Convention shall be established by the Executive Committee and the Executive Committee will conduct a biennial review of the effectiveness of the convention will take place.
- B. The Negotiations Committee Chair(s) shall preside over the convention.

PROPOSED AMENDMENT TO RESOLUTION #1:

<p>Section 4. <u>Meetings.</u></p> <p>A. <u>The time and place of the Negotiations Convention shall be established by the Executive Committee. and</u></p> <p>B. <u>The Executive Committee will conduct a biennial review of the effectiveness of the convention will take place.</u></p> <p>C. <u>The Negotiations Committee Chair(s) shall preside over the convention.</u></p>	<p>Section 4. Meetings.</p> <p>A. The time and place of the Negotiations Convention shall be established by the Executive Committee.</p> <p>B. The Executive Committee will conduct a biennial review of the effectiveness of the convention.</p> <p>C. The Negotiations Committee Chair(s) shall preside over the convention.</p>
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MSP (Souther): (consensus) Divide Section 4 Meetings, A into two paragraphs and strike "Committee and" and strike "will take place".

MP: Resolution #1: Negotiations Convention Creation (voted 116Y/4 N)

RESOLUTION #2: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Statewide Meet and Confer Chairs

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we’re facing and to be able to support and enable MAPE’s vision; and

Whereas, members and alternates are appointed by the statewide president and approved by the board of directors; See Bylaws Article IV, Section 1, last sentence; and

Whereas, the chairs of the statewide meet and confer committees should have direct communication with the members of their agencies, board or college; and

Whereas, the statewide meet and confer chairs will attend the negotiations convention.

Resolved, that the meet and confer committees' chairs be elected in agency wide elections.

Resolved, an elected “Speaker” from all statewide meet and confer chairs will represent those meet and confers on the negotiations committee.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Committee	restructure@mape.org	651-227-6457

Notes: There are 81 state agencies listed in Appendix D of the contract (2017-2019). There are 18 active Statewide Meet and Confer Committees listed on <https://www.mape.org/my-mape/committees/meet-and-confer-committees>. If the Statewide Officer Reorganization Resolution passes, Bylaws Art VI, Sec 11, C 4 will need to be changed from 2nd Vice President to Vice President. (Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 11. Meet and Confer Committees. There shall be a Meet and Confer Committee for a given Appointing Authority. The committee shall have a maximum of seven regular members and two alternate members plus a Business Agent and a Statewide Officer.</p> <p>Alternate members will be considered regular members, with voting rights, when substituting for a regular member at a meeting.</p> <p>More members may attend upon concurrence of the Statewide President and the Chair. The membership of the Meet and Confer Committees are subject to the approval of the Board of Directors.</p> <p>The Meet and Confer Committee shall have a Chair and Vice Chair. The President shall appoint the Chair after consultation with the Executive Committee. The Chair shall appoint the Vice Chair with concurrence of the President.</p>	<p style="text-align: center;">Bylaws ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 11. Meet and Confer Committees.</p>
<p>A. <u>There shall be a statewide Meet and Confer Committee per agency. See Appendix D of the MAPE contract for a list of agencies.</u></p> <p>B. <u>Each committee shall consist of:</u></p> <ol style="list-style-type: none"> 1) <u>A committee chair.</u> 2) <u>Up to 6 members;</u> 3) <u>Up to 2 alternate members;</u> 	<p>A. There shall be a statewide Meet and Confer Committee per agency. See Appendix D of the MAPE contract for a list of agencies.</p> <p>B. Each committee shall consist of:</p> <ol style="list-style-type: none"> 1) A committee chair. 2) Up to 6 members; 3) Up to 2 alternate members;

<p>C. <u>Each committee's chair will be elected in an agency wide election.</u></p> <ol style="list-style-type: none">1) <u>Elections will be part of the annual statewide elections in even years.</u>2) <u>Members can vote for the chair of their respective agency.</u>3) <u>The term of office is two years and until their successor is elected.</u>4) <u>Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair.</u> <p>D. <u>Each committee will elect one of its members as Vice Chair. The Vice Chair will perform the duties of the Chair in the Chair's absence or vacancy of the Chair position.</u></p> <p>E. Speaker. <u>The chairs of the statewide meet and confer committees will elect one of the meet and confer chairs as their Speaker. The Speaker will represent the meet and confer committees on the Negotiations Committee and the Executive Committee.</u></p> <ol style="list-style-type: none">1) <u>The Speaker will be elected at the Negotiations Convention.</u>	<p>C. Each committee's chair will be elected in an agency wide election.</p> <ol style="list-style-type: none">1) Elections will be part of the annual statewide elections in even years.2) Members can vote for the chair of their respective agency.3) The term of office is two years and until their successor is elected.4) Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair. <p>D. Each committee will elect one of its members as Vice Chair. The Vice Chair will perform the duties of the Chair in the Chair's absence or vacancy of the Chair position.</p> <p>E. Speaker. The chairs of the statewide meet and confer committees will elect one of the meet and confer chair as their Speaker. The Speaker will represent the meet and confer committees on the Negotiations Committee and the Executive Committee.</p> <ol style="list-style-type: none">1) The Speaker will be elected at the Negotiations Convention.
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ARTICLE VIII ELECTIONS AND VACANCIES

Section 1. Eligibility.

B. Position-Specific Eligibility.

1) Statewide First Vice President.

Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the ERC.

2) Meet and Confer Chairs. Candidates must be employees of the respective agency.

3) Candidates for Speaker, of the ~~chairs of the meet and confer committees~~, must be an elected meet and confer committee chair.

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2) Meet and Confer Chairs.

Candidates must be employees of the respective agency.

3) Candidates for Speaker, of the chairs of the meet and confer committees, must be an elected meet and confer committee chair.

ARTICLE VIII ELECTIONS AND VACANCIES

Section 3. Vacancies.

D. Vacancies in Statewide Offices.

1) When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the First Vice President, and the vacancy is then in the office of First Vice President.

2) When the position of statewide First Vice President, Second Vice President, Secretary, or Treasurer becomes vacant, and an election for that office is scheduled to be held within the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy.

3) If the office of statewide First Vice President becomes vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide Second Vice President shall perform the duties of the statewide First Vice President.

4) If the office of statewide Treasurer becomes vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide First Vice President or Second Vice President, in respective order, shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.

5) If the Speaker becomes vacant, the remaining meet and confer chairs shall fill the position by special election.

ARTICLE VIII ELECTIONS AND VACANCIES

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3) If the office of statewide First Vice President becomes vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide Second Vice President shall perform the duties of the statewide First Vice President.

4) If the office of statewide Treasurer becomes vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide First Vice President or Second Vice President, in respective order, shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.

	5) If the Speaker becomes vacant, the remaining meet and confer chairs shall fill the position by special election.
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MSP (consensus) strike out the verbiage “chairs of the meet and confer committee”

Proviso for Meet and Confer Chairs Resolutions

The Meet and Confer Reorganization resolution is moved with the following provisos:

1. Current meet and confer committee chairs are deemed to have been elected.
2. Other resolutions proposed at this assembly eliminate or consolidate the statewide 2nd Vice President. If passed, the references in this resolution are understood to be modified to conform to said passed resolutions.
3. The Speaker will remain vacant until the November 2018 Negotiations Convention.

MP: Resolution #2 Statewide Meet and Confer Chairs (voted 111Y/1N)

9:43 a.m.

**Delegate Assembly Business
(Restructure Resolutions)**

Credentials Report, Joe Sullivan, Trustees Committee

As of 9:43 am, out of a possible 144, (98) delegates (6) upgraded alternates (5) statewide officers (20) regional directors (20) and 129 seated out of a possible 144.

- **MP** (consensus) to adopt the Credentials Report as presented.

RESOLUTION #3: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Delegate Assembly Revisions

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we’re facing and to be able to support and enable MAPE’s vision; and

Whereas, Delegate Assembly will focus on strategic planning, training, building power and developing leaders.

Resolved, that the Delegate Assembly meets biennially, in odd years.

Resolved, Delegates and Alternates elected to serve at Delegate Assembly will serve two-year terms.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Committee	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">CONSTITUTION Article IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually <u>biennially</u> in the fall of <u>odd</u> <u>years</u>.</p>	<p style="text-align: center;">CONSTITUTION Article IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least biennially in the fall of odd years.</p>

Bylaws
ARTICLE III MEMBERSHIP

Section 2. Associate Membership.

A. Qualifications.

- Former MAPE members who are no longer in government service may become MAPE associate members.
- Associate members who return to government service automatically lose their associate membership status.

B. Benefits. Associate members:

- Shall receive MAPE publications.
- May participate in Local meetings.
- May serve as non-voting associate members on local, regional, and statewide committees (with the exception of the Statewide Elections Committee on which associate members who are retired may serve as a voting member), with expenses – but not lost time – paid. (They will not be included in the required number of committee members with the exception of the Statewide Elections Committee on which associate members who are retired shall be included in the required number of committee members.)
- May attend the ~~annual~~ Delegate Assembly at their own expense, except MAPE will pay for breakfasts and lunches. However, associate members serving in volunteer positions at the Delegate Assembly such as teller, timer, etc., will have mileage and lodging paid for by MAPE.
- Shall have such other benefits as may be determined by the Board of Directors.
- Associate members have no voting rights in MAPE with the exception of the Statewide Elections Committee on which associate members who are retired may vote.

Bylaws
ARTICLE III MEMBERSHIP

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- May attend the Delegate Assembly at their own expense, except MAPE will pay for breakfasts and lunches. However, associate members serving in volunteer positions at the Delegate Assembly such as teller, timer, etc., will have mileage and lodging paid for by MAPE.
- Shall have such other benefits as may be determined by the Board of Directors.
- Associate members have no voting rights in MAPE with the exception of the Statewide Elections Committee on which associate members who are retired may vote.

<p>C. Associate members shall be associate members of the Local of their choice or remain at large.</p>	<p>C. Associate members shall be associate members of the Local of their choice or remain at large.</p>
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ARTICLE VIII ELECTIONS AND VACANCIES

Section 2. Elections.

C. **Local Elections.** Voting in local elections shall be by secret ballot by MAPE members. ¶Officers' terms shall be two-years and until a successor is elected. ~~Terms of Delegate Assembly delegates and alternate delegates shall be one year.~~ Local officers shall be elected ~~biannually~~ biennially in the year their Regional Director is not being elected. ¶Officers of newly formed Locals shall be elected and shall serve until the normal expiration date of other Local officers in their Region. Terms of Delegate Assembly delegates and alternates shall be two years. Delegates and alternates shall be elected in odd numbered years.

ARTICLE VIII ELECTIONS AND VACANCIES

Section 2. Elections.

C. **Local Elections.** Voting in local elections shall be by secret ballot by MAPE members. Officers' terms shall be two-years and until a successor is elected. Local officers shall be elected biennially in the year their Regional Director is not being elected. Officers of newly formed Locals shall be elected and shall serve until the normal expiration date of other Local officers in their Region. Terms of Delegate Assembly delegates and alternates shall be two years. Delegates and alternates shall be elected in odd numbered years.

ARTICLE X DELEGATE ASSEMBLY

Section 1. Composition.

The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals.

Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President. Calculation of the number of delegates shall be done ~~annually~~ biennially by the Second Vice President, using data effective April 1. The Second Vice President shall be responsible for completing this calculation and for notifying Locals in writing of the number of delegate positions.

Each Local may also elect a ranked alternate delegates ~~equal in number to the number of for each~~ delegates allowed ~~to~~ that Local. Delegates and alternate delegates must be members of the Local they are elected to represent at the time of the Delegate Assembly or Special Delegate Assembly. In electing delegates, each Local shall endeavor to ensure that the overall delegation is balanced and representative of the entire Local.

If a local president is unable to attend a Delegate Assembly, the vice president will take the president's place as a delegate. If the local has no vice president or the vice president cannot attend, the highest ranked alternate will become a delegate. If the president leaves the Delegate Assembly and the vice president is present, the vice president will take the president's place. If the president leaves the Delegate Assembly and the vice president is not present, the highest ranked alternate will become a delegate.

~~Special Delegate Assemblies shall consist of those delegates and/or alternates eligible for seating at the last held Delegate Assembly (if they remain eligible~~

ARTICLE X DELEGATE ASSEMBLY

Section 1. Composition.

The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals.

Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President. Calculation of the number of delegates shall be done biennially by the Second Vice President, using data effective April 1. The Second Vice President shall be responsible for completing this calculation and for notifying Locals in writing of the number of delegate positions.

Each Local may also elect a ranked alternate delegate for each delegate allowed that Local. Delegates and alternate delegates must be members of the Local they are elected to represent at the time of the Delegate Assembly or Special Delegate Assembly. In electing delegates, each Local shall endeavor to ensure that the overall delegation is balanced and representative of the entire Local.

If a local president is unable to attend a Delegate Assembly, the vice president will take the president's place as a delegate. If the local has no vice president or the vice president cannot attend, the highest ranked alternate will become a delegate. If the president leaves the Delegate Assembly and the vice president is present, the vice president will take the president's place. If the president leaves the Delegate Assembly and the vice president is not present, the highest ranked alternate will become a delegate.

under Articles VIII and X and have not resigned) and the Board of Directors.	
<p>Section 4. Funding. For the annual regular Delegate Assemblies, MAPE Central shall pay all costs for all delegates and for the first alternate from locals that had a balance of less than \$15,000, as reported in Income/Expense Statements for July 31 of the previous year.</p> <p>Locals will pay expenses of all alternates who attend special Delegate Assemblies.</p>	<p>Section 4. Funding. For regular Delegate Assemblies, MAPE Central shall pay all costs for all delegates and for the first alternate from locals that had a balance of less than \$15,000, as reported in Income/Expense Statements for July 31 of the previous year.</p> <p>Locals will pay expenses of all alternates who attend special Delegate Assemblies.</p>
<p>Section 6. Minutes. Minutes of Delegate Assemblies will be approved by the Board of Directors at their next meeting.</p>	<p>Section 6. Minutes. Minutes of Delegate Assemblies will be approved by the Board of Directors at their next meeting.</p>

MF: Resolution #3: Delegate Assembly Revisions (voted 64Y/63N)
(Constitutional change requires a 2/3 vote)

RESOLUTION #4: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Annual Budget – Board of Directors Approves

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we’re facing and to be able to support and enable MAPE’s vision; and
Whereas, the Delegate Assembly meets biennially; and
Whereas, MAPE approves a budget annually; and
Whereas, the Board of Directors will have an opportunity to discuss budget proposals in their represented locals; and
Whereas, only the Delegate Assembly can change dues and the local funding formula.
Resolved, that the Board of Directors is authorized to approve the budget.

Passed by	Name/Number	Date
Committee	X Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Workgroup	restructure@mape.org	651-227-6457

Note: This resolution assumes the resolution changing Delegate Assembly to a biennial meeting has passed.(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Constitution Article IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, set dues, set the local funding <u>formula</u>, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually in the fall.</p>	<p style="text-align: center;">Constitution Article IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, set dues, set the local funding formula, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually in the fall.</p>
<p>Section 2. Board of Directors. The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall be composed of the Statewide Officers and Regional Directors elected by a vote of the members received by secret ballot. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. <u>Annually, the Board of Directors shall approve a budget.</u> The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.</p>	<p>Section 2. Board of Directors. The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall be composed of the Statewide Officers and Regional Directors elected by a vote of the members received by secret ballot. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. Annually, the Board of Directors shall establish a budget, including the levy of dues. The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.</p>

Bylaws
ARTICLE III MEMBERSHIP

Section 5. Dues.

A. **Members.** Members shall pledge payment of dues by signing a dues authorization form and shall be liable for payment of dues until termination of employment, or written revocation of payroll dues deduction (subject to the provisions of the following paragraph), written revocation of the agreement for payment of dues (for dues paid by check, electronic bank transfer or cash) or while on military leave.

Payroll dues deduction shall continue through the duration period prescribed in the payroll dues deduction authorization form and may only be terminated at the time and in the manner prescribed in the payroll dues deduction authorization form.

As an alternative to payroll dues deduction, members may elect to pay dues by check, electronic bank transfer or cash.

B. **Associate Members.** Associate members will not be charged dues.

C. **Fee Payers.** Eligible professional employees who decline to sign dues authorization form shall be assessed a fair share fee for services rendered by MAPE in an amount to be established by the ~~Board of Directors or~~ Delegate Assembly and as prescribed by Minnesota Statute 179A.06.

D. **Local Dues.** An individual Local may make an additional assessment upon its members, upon the prior approval of the Board of Directors and a subsequent majority vote of the Local's members voting. Each Local that makes an assessment of individual members within its Local shall be responsible for all costs and administration of that assessment.

Bylaws
ARTICLE III MEMBERSHIP

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As an alternative to payroll dues deduction, members may elect to pay dues by check, electronic bank transfer or cash.

B. **Associate Members.** Associate members will not be charged dues.

C. **Fee Payers.** Eligible professional employees who decline to sign dues authorization form shall be assessed a fair share fee for services rendered by MAPE in an amount to be established by the Delegate Assembly and as prescribed by Minnesota Statute 179A.06.

D. **Local Dues.** An individual Local may make an additional assessment upon its members, upon the prior approval of the Board of Directors and a subsequent majority vote of the Local's members voting. Each Local that makes an assessment of individual members within its Local shall be responsible for all costs and administration of that assessment.

ARTICLE IX FINANCES	ARTICLE IX FINANCES
<p>Section 2. Debt. The Board of Directors may approve short-term debt (maturing in twelve months or less) of up to six months dues and long-term debt (maturing in more than twelve months) of up to two months' dues. Borrowing in excess of these limits, not authorized by an approved budget, shall require a majority vote of the Delegate Assembly or the membership.</p>	<p>Section 2. Debt. The Board of Directors may approve short-term debt (maturing in twelve months or less) of up to six months dues and long-term debt (maturing in more than twelve months) of up to two months' dues. Borrowing in excess of these limits shall require a majority vote of the Delegate Assembly or the membership.</p>

MF: Resolution #4 Annual Budget Board of Directors Approves (voted, numbers not recorded on the vote, did not meet 2/3 requirement)

RESOLUTION #5: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Board of Directors' Meetings, Bimonthly

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we're facing and to be able to support and enable MAPE's vision; and

Whereas, many Board of Directors' functions will be happening in board workgroup (subcommittees); and

Proviso for Board of Directors' Meeting Resolution can be found in your packet.

Resolved, that Board of Directors' meetings shall be changed from monthly to bimonthly.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Workgroup	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws ARTICLE V BOARD OF DIRECTORS</p> <p>Section 3. Meetings.</p> <p>The Board of Directors shall meet at least monthly <u>bimonthly</u>, except during those months in which the Delegate Assembly meets. By a two-thirds vote of the Board of Directors, a meeting may be canceled, providing there is no more than one cancellation per calendar quarter. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.</p> <p>Members have the right to be heard at meetings of the Board of Directors. The Board of Directors shall establish a policy to accommodate this right.</p> <p>The draft agenda for regularly scheduled Board of Directors meetings will be posted on the MAPE website at least 48 hours before the Board of Directors meeting, and local presidents will be notified within at least 24 hours of the posting.</p>	<p style="text-align: center;">Bylaws ARTICLE V BOARD OF DIRECTORS</p> <p>Section 3. Meetings.</p> <p>The Board of Directors shall meet at least monthly as <u>necessary to update, revise, and/or implement the Board of Director's strategic plan and annual work plan</u>, except during those months in which the Delegate Assembly meets. By a two-thirds vote of the Board of Directors, a meeting may be canceled, providing there is no more than one cancellation per calendar quarter. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.</p> <p>Members have the right to be heard at meetings of the Board of Directors. The Board of Directors shall establish a policy to accommodate this right.</p> <p>The draft agenda for regularly scheduled Board of Directors meetings will be posted on the MAPE website at least 48 hours before the Board of Directors meeting, and local presidents will be notified within at least 24 hours of the posting.</p>

Proviso for Board of Directors' Meetings Resolution

The Board of Directors' Meetings resolution is moved with the following provisos:

1. The revised language does not go into effect until 1 January 2019.

Proposal by Tabatha Ries-Miller amendment:

Section 3. **Meetings.**

The Board of Directors shall meet at least ~~monthly~~ bimonthly, ~~except during those months in which the Delegate Assembly meets.~~ By a two-thirds vote of the Board of Directors, a meeting may be canceled, providing there is no more than one cancellation per calendar quarter. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.

Proposed amendment:

The Board of Directors shall meet as necessary to update, revise, and/or implement the Board of Director’s strategic plan and annual work plan. By a two-thirds vote of the Board of Directors, a meeting may be canceled. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.

Strikethrough:

The Board of Directors shall meet at least monthly as necessary to update, revise, and/or implement the Board of Director’s strategic plan and annual work plan, ~~except during those months in which the Delegate Assembly meets~~. By a two-thirds vote of the Board of Directors, a meeting may be canceled, ~~providing there is no more than one cancellation per calendar quarter~~. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.

MSP (Ries-Miller): (voted 70Y/57N)

MP: Approve RESOLUTION #5: Board of Directors' Meetings, Bimonthly as amended (voted 73Y/52N)

RESOLUTION #6: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Board Workgroups

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we’re facing and to be able to support and enable MAPE’s vision; and

Whereas, the Restructure Workgroup recommends two permanent Board of Directors workgroups. This resolution makes the needed changes to the governing documents to establish these two workgroups; and

Whereas, having the workgroups appointed in advance (standing) will allow them to function between board meetings, as the need arises; and

Whereas, the Finance Committee is replaced by the Board of Directors Finance Workgroup; therefore

Proviso regarding Finance Committee can be found in packet.

Resolved, that the Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Workgroup	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws Article IV STATEWIDE OFFICERS</p> <p>Section 5. Treasurer. The Treasurer shall maintain all financial records and receive all moneys of MAPE, and deposit all moneys so received in the name of MAPE in a bank or financial institution approved by the Board of Directors. The Treasurer shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the President. The Treasurer shall keep an accurate record of receipts and disbursements and shall make monthly financial reports to the Board of Directors. The Treasurer shall act as custodian of all properties of MAPE. The Treasurer shall chair the Finance Committee <u>Workgroup</u> and shall perform other related duties as directed by the Board of Directors.</p>	<p style="text-align: center;">Bylaws Article IV STATEWIDE OFFICERS</p> <p>Section 5. Treasurer. The Treasurer shall maintain all financial records and receive all moneys of MAPE, and deposit all moneys so received in the name of MAPE in a bank or financial institution approved by the Board of Directors. The Treasurer shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the President. The Treasurer shall keep an accurate record of receipts and disbursements and shall make monthly financial reports to the Board of Directors. The Treasurer shall act as custodian of all properties of MAPE. The Treasurer shall chair the Finance Workgroup and shall perform other related duties as directed by the Board of Directors.</p>

**Bylaws
Article V
Board of Directors**

Section 4. Workgroups.

The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors. Only board members will be appointed to these workgroups.

There shall be a Finance Workgroup. The Finance Workgroup is a standing workgroup. The Finance Workgroup shall prepare MAPE's budget. The workgroup will present the budget to the Board of Directors and Delegate Assembly. Additionally, the workgroup will oversee investments, the financial policies, and annual financial audit.

There shall be a Hiring Workgroup. The Hiring Workgroup is a standing workgroup. The Hiring Workgroup shall oversee all hiring by MAPE as described in the Hiring Policy.

**Bylaws
Article V
Board of Directors**

Section 4. Workgroups.

The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors. Only board members will be appointed to these workgroups.

There shall be a Finance Workgroup. The Finance Workgroup is a standing workgroup. The Finance Workgroup shall prepare MAPE's budget. The workgroup will present the budget to the Board of Directors and Delegate Assembly. Additionally, the workgroup will oversee investments, the financial policies, and annual financial audit.

There shall be a Hiring Workgroup. The Hiring Workgroup is a standing workgroup. The Hiring Workgroup shall oversee all hiring by MAPE as described in the Hiring Policy.

**ARTICLE VI
STATEWIDE STANDING
COMMITTEES**

Section 1. Committees.

MAPE shall have Statewide Standing Committees as defined below.

- Constitution and Rules Committee
- Diversity Committee
- Elections Committee
- Employee Rights Committee
- Executive Committee
- ~~Finance Committee~~
- Government Relations Committee
- Job Action Committee
- Local Presidents Committee
- Meet and Confer Committee
- Membership Committee
- Negotiations Committee
- Women's Committee

Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.

Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.

Appointed committees may remove members:

**ARTICLE VI
STATEWIDE STANDING
COMMITTEES**

Section 1. Committees.

MAPE shall have Statewide Standing Committees as defined below.

- Constitution and Rules Committee
- Diversity Committee
- Elections Committee
- Employee Rights Committee
- Executive Committee
- Government Relations Committee
- Job Action Committee
- Local Presidents Committee
- Meet and Confer Committee
- Membership Committee
- Negotiations Committee
- Women's Committee

Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.

Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.

Appointed committees may remove members:

<ul style="list-style-type: none"> 1) When the member has 3 unexcused absences in the last 12 months; 2) With notification to the member 14 days prior to a vote by the committee; 3) By a majority vote of the committee. 	<ul style="list-style-type: none"> 1) When the member has 3 unexcused absences in the last 12 months; 2) With notification to the member 14 days prior to a vote by the committee; 3) By a majority vote of the committee.
<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 7. Finance Committee.</p> <p>The Finance Committee shall consist of the Statewide Treasurer and six additional members, three appointed by the Treasurer and three appointed by the President. The Treasurer will chair the Finance Committee. No other Statewide Officer shall be a member of this committee. The committee shall be responsible for the presentation and preparation of a budget to be submitted to the Delegate Assembly for approval. The budget report shall be separate and apart from the Treasurer's report.</p>	<p>Appropriate sections will be renumbered.</p>

Proviso for the Board Workgroups Resolution:

The Board Workgroups Resolution is moved with the following proviso:

- 1. The Finance Committee will be discontinued once:
 - a. The Board's Finance Workgroup has been appointed; and
 - b. The Finance Committee has turned over all applicable materials; but
 - c. No later than 1 January 2019.

MP: approve RESOLUTION #6 Board Workgroups (voted 103Y/22N)

RESOLUTION #7: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Organizing and Political Council Creation

Members Elected or Appointed

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we're facing and to be able to support and enable MAPE's vision; and

Whereas, MAPE's structure should reflect a vision to agitate, organize, legislate and vote; and

Whereas, the MAPE Political and Organizing Councils will carry out the strategic direction of MAPE on organizing, education, membership, engagement and political work; and

Resolved, MAPE form a political council and an organizing council.

Resolved, the diversity, government relations women's and membership committees and responsibilities will reside with the political and organizing councils.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Workgroup	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws ARTICLE VI STATEWIDE STANDING COMMITTEES</p>	<p style="text-align: center;">Bylaws ARTICLE VI STATEWIDE STANDING COMMITTEES</p>
<p>Section 1. Committees.</p> <p>A. MAPE shall have Statewide Standing Committees as defined below::</p> <ol style="list-style-type: none"> 1) <u>Constitution and Rules Committee</u> Diversity Committee 2) <u>Elections Committee</u> 3) <u>Employee Rights Committee</u> 4) <u>Executive Committee</u> 5) <u>Finance Committee</u> Government Relations Committee 6) <u>Job Action Committee</u> 7) <u>Local Presidents Committee</u> 8) <u>Meet and Confer Committee</u> Membership Committee 9) <u>Negotiations Committee</u> 10) <u>Organizing Council</u> 11) <u>Political Council</u> Women's Committee 	<p>Section 1. Committees.</p> <p>A. MAPE shall have Statewide Standing Committees as defined below:</p> <ol style="list-style-type: none"> 1) Constitution and Rules Committee 2) Elections Committee 3) Employee Rights Committee 4) Executive Committee 5) Job Action Committee 6) Finance Committee 7) Local Presidents Committee 8) Meet and Confer Committee 9) Negotiations Committee 10) Organizing Council 11) Political Council

<p><u>B.</u> Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.</p> <p><u>C.</u> Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p> <p><u>D.</u> Appointed committees may remove members:</p> <ol style="list-style-type: none">1) When the member has 3 unexcused absences in the last 12 months; <u>and</u>2) With notification to the member 14 days prior to a vote by the committee; <u>and</u>3) By a majority vote of the committee.	<p>B. Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.</p> <p>C. Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p> <p>D. Appointed committees may remove members:</p> <ol style="list-style-type: none">1) When the member has 3 unexcused absences in the last 12 months; and2) With notification to the member 14 days prior to a vote by the committee; and3) By a majority vote of the committee.
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Section 2. Constitution and Rules Committee.

The Constitution and Rules Committee shall consist of five members. This committee is responsible for analyzing proposed changes to the governing documents, Delegate Assembly Resolutions, and Delegate Assembly Standing Rules. The committee will indicate that a proposed change is not ready for debate if the submitted proposal conflicts with statute, current governing documents, Delegate Assembly Standing Rules, or within the proposed document itself. Explanations describing the conflict will accompany the decision. If no conflict exists, the committee will label the proposal as ready for debate.

At each regularly scheduled Delegate Assembly, the Constitution and Rules Committee shall report on changes made by the Board of Directors to the bylaws and policies since the previous regularly scheduled Delegate Assembly.

Other duties are assigned by the Board of Directors, the Executive Committee, or the Delegate Assembly.

Resolutions initially proposed during the Delegate Assembly are not required to be coordinated by the committee.

Section 2. Constitution and Rules Committee.

The Constitution and Rules Committee shall consist of five members. This committee is responsible for analyzing proposed changes to the governing documents, Delegate Assembly Resolutions, and Delegate Assembly Standing Rules. The committee will indicate that a proposed change is not ready for debate if the submitted proposal conflicts with statute, current governing documents, Delegate Assembly Standing Rules, or within the proposed document itself. Explanations describing the conflict will accompany the decision. If no conflict exists, the committee will label the proposal as ready for debate.

At each regularly scheduled Delegate Assembly, the Constitution and Rules Committee shall report on changes made by the Board of Directors to the bylaws and policies since the previous regularly scheduled Delegate Assembly.

Other duties are assigned by the Board of Directors, the Executive Committee, or the Delegate Assembly.

Resolutions initially proposed during the Delegate Assembly are not required to be coordinated by the committee.

<p>Section 3. — Diversity Committee.</p> <p>The Diversity Committee shall consist of seven members. This committee works to create a workplace and association that creates diversity and is free of discrimination on the basis of race, color, religion, national origin, marital status, sexual orientation, sexual identity, disability, sex, age, creed, political belief, pregnancy, citizenship, familial, veteran, or public assistance status.</p> <p>The goal of the committee is to build awareness of the importance of diversity in the workplace for MAPE members and staff.</p>	
<p>Section 43. Elections Committee.</p> <p>The Elections Committee shall consist of five members. It shall serve as Elections committee for statewide and regional elections. Retired individuals who are also associate members and had been MAPE members for the 2 years immediately preceding their retirement may serve as full voting members of the Statewide Elections Committee. The Board of Directors shall designate one of the five members as the committee chair. No statewide or regional officer or candidate for statewide or regional office shall be a member of this Committee. The committee's responsibilities include validating candidate credentials, monitoring campaigns, conducting elections, and hearing protests.</p>	<p>Section 3. Elections Committee.</p> <p>The Elections Committee shall consist of five members. It shall serve as Elections committee for statewide and regional elections. Retired individuals who are also associate members and had been MAPE members for the 2 years immediately preceding their retirement may serve as full voting members of the Statewide Elections Committee. The Board of Directors shall designate one of the five members as the committee chair. No statewide or regional officer or candidate for statewide or regional office shall be a member of this Committee. The committee's responsibilities include validating candidate credentials, monitoring campaigns, conducting elections, and hearing protests.</p>

<p>Section 54. Employee Rights Committee.</p> <p>The Employee Rights Committee shall consist of the Chief Steward of each Region and the First Vice President. After completing Advanced Steward Training, the First Vice President shall chair the Committee. If the First Vice President has not completed Advanced Steward Training, the Chief Stewards shall elect a Chief Steward to chair until the First Vice President has completed Advanced Steward Training.</p>	<p>Section 4. Employee Rights Committee.</p> <p>The Employee Rights Committee shall consist of the Chief Steward of each Region and the First Vice President. After completing Advanced Steward Training, the First Vice President shall chair the Committee. If the First Vice President has not completed Advanced Steward Training, the Chief Stewards shall elect a Chief Steward to chair until the First Vice President has completed Advanced Steward Training.</p>
<p>Section 65. Executive Committee.</p> <p>The Executive Committee shall consist of the statewide officers. The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.</p>	<p>Section 5. Executive Committee.</p> <p>The Executive Committee shall consist of the statewide officers. The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.</p>

<p>Section 7. Finance Committee.</p> <p>The Finance Committee shall consist of the Statewide Treasurer and six additional members, three appointed by the Treasurer and three appointed by the President. The Treasurer will chair the Finance Committee. No other Statewide Officer shall be a member of this committee. The committee shall be responsible for the presentation and preparation of a budget to be submitted to the Delegate Assembly for approval. The budget report shall be separate and apart from the Treasurer's report.</p>	<p>Section 7. Finance Committee.</p> <p>The Finance Committee shall consist of the Statewide Treasurer and six additional members, three appointed by the Treasurer and three appointed by the President. The Treasurer will chair the Finance Committee. No other Statewide Officer shall be a member of this committee. The committee shall be responsible for the presentation and preparation of a budget to be submitted to the Delegate Assembly for approval. The budget report shall be separate and apart from the Treasurer's report.</p>
<p>Section 8.—Government Relations Committee.</p> <p>The Government Relations Committee (GRC) shall consist of nine members. The GRC shall:</p> <ul style="list-style-type: none"> • Screen and make recommendations to the Board of Directors and Delegate Assembly regarding the legislative goals of MAPE; • Keep the members informed about legislative issues and relevant labor-related political activity; and • Promote and provide opportunities for political activism among the membership. 	

Section 96. Job Action Committee.

The Job Action Committee shall consist of the Vice President of each Local. The First Vice President shall chair the Committee.

Section 6. Job Action Committee.

The Job Action Committee shall consist of the Vice President of each Local. The First Vice President shall chair the Committee.

Section 7. Local Presidents Committee.

There shall be a Local Presidents Committee that will meet, at least once, annually. The meetings will be called by the Chair or at the request of at least 10 local presidents.

The Local Presidents Committee shall consist of each Local President from all MAPE Locals.

The Local Presidents Committee will share information between Locals in regard to Local policies and issues. The Local Presidents Committee may make recommendations and offer assistance to the Delegate Assembly, Statewide Officers and the Board of Directors.

The Local Presidents shall elect a Local President to chair the Local Presidents Committee for a one-year term. The election will occur at the annual meeting. The Chair must be a Local President for the entire one-year term. In the event of a vacancy in the chair the Statewide President, with concurrence from the Board of Directors, will appoint a Local President to chair the committee for the remainder of the one-year term.

Section 7. Local Presidents Committee.

There shall be a Local Presidents Committee that will meet, at least once, annually. The meetings will be called by the Chair or at the request of at least 10 local presidents.

The Local Presidents Committee shall consist of each Local President from all MAPE Locals.

The Local Presidents Committee will share information between Locals in regard to Local policies and issues. The Local Presidents Committee may make recommendations and offer assistance to the Delegate Assembly, Statewide Officers and the Board of Directors.

The Local Presidents shall elect a Local President to chair the Local Presidents Committee for a one-year term. The election will occur at the annual meeting. The Chair must be a Local President for the entire one-year term. In the event of a vacancy in the chair the Statewide President, with concurrence from the Board of Directors, will appoint a Local President to chair the committee for the remainder of the one-year term.

Section 118. Meet and Confer Committees.

There shall be a Meet and Confer Committee for a given Appointing Authority. The committee shall have a maximum of seven regular members and two alternate members plus a Business Agent and a Statewide Officer.

Alternate members will be considered regular members, with voting rights, when substituting for a regular member at a meeting.

More members may attend upon concurrence of the Statewide President and the Chair. The membership of the Meet and Confer Committees are subject to the approval of the Board of Directors.

The Meet and Confer Committee shall have a Chair and Vice Chair. The President shall appoint the Chair after consultation with the Executive Committee. The Chair shall appoint the Vice Chair with concurrence of the President.

Section 8. Meet and Confer Committees.

There shall be a Meet and Confer Committee for a given Appointing Authority. The committee shall have a maximum of seven regular members and two alternate members plus a Business Agent and a Statewide Officer.

Alternate members will be considered regular members, with voting rights, when substituting for a regular member at a meeting.

More members may attend upon concurrence of the Statewide President and the Chair. The membership of the Meet and Confer Committees are subject to the approval of the Board of Directors.

The Meet and Confer Committee shall have a Chair and Vice Chair. The President shall appoint the Chair after consultation with the Executive Committee. The Chair shall appoint the Vice Chair with concurrence of the President.

Section 12. Membership Committee.

The Second Vice President of MAPE shall chair the Membership committee. The Membership Committee shall consist of the Second Vice President and at least six additional members, appointed by the President. The committee shall be responsible for membership recruitment and retention. The committee shall also be responsible for establishing criteria for receiving MAPE scholarships and selecting MAPE member scholarship recipients.

Section 139. Negotiations Committee.

A. Statewide. Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy occur on the committee the Local Officers of the Region shall select a replacement from the affected Region's membership.

Statewide Negotiations Committee members elected by the Regions in regularly scheduled elections will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members will not be replaced by newly-elected members while negotiations are in progress.)

In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee. The Statewide Negotiations Committee shall choose one its members to serve as Chair of the Committee, or two members to serve as co-chairs. The Statewide Negotiations Committee shall represent MAPE during negotiations with the employer. The three at-large members may be on a temporary basis. The Executive Committee, by a two-thirds vote, may select a substitute for any one of the at-large members on a need basis. All

Section 9. Negotiations Committee.

A. Statewide. Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy occur on the committee the Local Officers of the Region shall select a replacement from the affected Region's membership.

Statewide Negotiations Committee members elected by the Regions in regularly scheduled elections will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members will not be replaced by newly-elected members while negotiations are in progress.)

In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee. The Statewide Negotiations Committee shall choose one its members to serve as Chair of the Committee, or two members to serve as co-chairs. The Statewide Negotiations Committee shall represent MAPE during negotiations with the employer. The three at-large members may be on a temporary basis. The Executive Committee, by a two-thirds vote, may select a substitute for any one of the at-large members on a need basis. All

<p>appointments are subject to approval by a majority vote of the Board of Directors.</p> <p>B. Local. Local Negotiations Committees shall be formed prior to the appointment of the Statewide Negotiations Committee. The Local committees shall solicit information and input from the members of the Local, and forward such input and any recommendations to the Statewide Negotiations Committee. The Committee shall select the chair of the Local Negotiations Committee.</p> <p>C. Other Bargaining Units. Bargaining units represented by MAPE, other than State Unit 214, shall elect their own negotiations committee(s).</p>	<p>appointments are subject to approval by a majority vote of the Board of Directors.</p> <p>B. Local. Local Negotiations Committees shall be formed prior to the appointment of the Statewide Negotiations Committee. The Local committees shall solicit information and input from the members of the Local, and forward such input and any recommendations to the Statewide Negotiations Committee. The Committee shall select the chair of the Local Negotiations Committee.</p> <p>C. Other Bargaining Units. Bargaining units represented by MAPE, other than State Unit 214, shall elect their own negotiations committee(s).</p>
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<p>Section 10. <u>Organizing Council.</u></p> <p>A. <u>The Organizing Council shall consist of five elected members and two appointed members. The Statewide President is an ex-officio non-voting member of the council.</u></p> <p>B. <u>The council shall promote full and equal participation of all people represented by MAPE in the Union and workplace. This includes:</u></p> <ol style="list-style-type: none"> 1) <u>Organize diverse professionals to build power, membership recruitment and retention, relationship building and conducting actions led by local leaders who are accountable to members.</u> 2) <u>Providing training, mentoring, and practical experiences for people to develop their leadership skills.</u> 3) <u>Strategies should include deliberate attention to diversity, inclusion and all protected classes.</u> 4) <u>Oversee MAPE scholarships.</u> 5) <u>Collaborate with external organizations.</u> 	<p>Section 10. <u>Organizing Council.</u></p> <p>A. An Organizing Council, consisting of five elected members and two appointed members. The Statewide President is an ex-officio non-voting member of the council.</p> <p>B. The council shall promote full and equal participation of all people represented by MAPE in the Union and workplace. This includes:</p> <ol style="list-style-type: none"> 1) Organize diverse professionals to build power, membership recruitment and retention, relationship building and conducting actions led by local leaders who are accountable to members. 2) Providing training, mentoring, and practical experiences for people to develop their leadership skills. 3) Strategies should include deliberate attention to diversity, inclusion and protected classes. 4) Oversee MAPE scholarships. 5) Collaborate with external organizations.
<p>C. Charter. <u>The council will operate under a charter approved by the Board of Directors. The charter will be</u></p>	<p>C. Charter. The council will operate under a charter approved by the Board of Directors. The charter will</p>

<p><u>created in alignment with the Board of Directors' strategic plan.</u></p> <p><u>A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward.</u></p> <p>D. <u>Term of Office.</u> All terms shall be for a two-year period, except when a vacancy occurs (see Vacancies below).</p> <p><u>The terms shall remain staggered</u></p> <p>E. <u>Elections.</u> Elections for the five elected council members shall be held in odd-number years as part of the annual elections.</p> <p>F. <u>Appointments.</u> The two appointed council members shall be appointed by the Statewide President subject to Board approval.</p> <p>G. <u>Chair.</u> The council will elect one of its members to serve as Chair. Appointed positions are not eligible to be elected Chair.</p> <p><u>The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair</u></p> <p>H. <u>Vice Chair.</u> The council will elect one of its members to serve as Vice Chair.</p> <p><u>The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled</u></p>	<p>be created in alignment with the Board of Directors' strategic plan.</p> <p>A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward.</p> <p>D. Term of Office. All terms shall be for a two-year period, except when a vacancy occurs (see Vacancies below).</p> <p>The terms shall remain staggered</p> <p>E. Elections. Elections for the five elected council members shall be held in odd-number years as part of the annual elections.</p> <p>F. Appointments. The two appointed council members shall be appointed by the Statewide President subject to Board approval.</p> <p>G. Chair. The council will elect one of its members to serve as Chair. Appointed positions are not eligible to be elected Chair.</p> <p>The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair</p> <p>H. Vice Chair. The council will elect one of its members to serve as Vice Chair.</p> <p>The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled</p>
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by a special election of the council, at a council meeting.

I. **Vacancies.** If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of the council member's term will result in a special statewide election.

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Section 11. **Political Council.**

- A. The Political Council shall consist of five elected members and two appointed members. The Statewide President is an ex-officio non-voting member of the council.
- B. The council shall engage and organize members interested in legislative activities and collaboration with other organizations for the benefit of MAPE members. This includes:
- 1) Define legislative/political priorities and provide member education and engagement.
 - 2) Strategies should include deliberate attention to diversity, inclusion and all protected classes.
 - 3) Keep the members informed about legislative issues and relevant labor-related political activity.
 - 4) Working with members to improve their interactions with government officials.
 - 5) Collaborate with external organizations.
- C. **Charter.** The council will operate under a charter approved by the Board of Directors. The charter will be created in alignment with the Board of Directors' strategic plan.
- D. **Eligibility.** A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward.

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 - 5) Collaborate with external organizations.
- C. **Charter.** The council will operate under a charter approved by the Board of Directors. The charter will be created in alignment with the Board of Directors' strategic plan.
- D. **Eligibility.** A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward.

<p>E. <u>Term of Office.</u> All terms shall be for a two-year period, except when a vacancy occurs (see <u>Vacancies below</u>). <u>The terms shall remain staggered.</u></p> <p>F. <u>Elections.</u> Elections for the council shall be held in odd-number years as part of the annual elections.</p> <p>G. <u>Appointments.</u> The two appointed council members shall be appointed by the Statewide President subject to Board approval. <u>One of the two appointed members shall be a member of the Political Action Committee if one is currently not seated.</u></p> <p>H. <u>Chair.</u> The council will elect one of its members to serve as Chair. <u>The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair.</u></p> <p><u>Appointed positions are not eligible to be elected Chair.</u></p> <p>I. <u>Vice Chair.</u> The council will elect one of its members to serve as Vice Chair. <u>The term of office is for two years and until their successor is elected. The election of the Vice Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.</u></p> <p>J. <u>Vacancies.</u> <u>If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of</u></p>	<p>E. <u>Term of Office.</u> All terms shall be for a two-year period, except when a vacancy occurs (see <u>Vacancies below</u>). The terms shall remain staggered.</p> <p>F. <u>Elections.</u> Elections for the council shall be held in odd-number years as part of the annual elections.</p> <p>G. <u>Appointments.</u> The two appointed council members shall be appointed by the Statewide President subject to Board approval. One of the two appointed members shall be a member of the Political Action Committee if one is currently not seated.</p> <p>H. <u>Chair.</u> The council will elect one of its members to serve as Chair. The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair.</p> <p><u>Appointed positions are not eligible to be elected Chair.</u></p> <p>I. <u>Vice Chair.</u> The council will elect one of its members to serve as Vice Chair. The term of office is for two years and until their successor is elected. The election of the Vice Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.</p> <p>J. <u>Vacancies.</u> If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of</p>
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<p><u>the council member's term will result in a special statewide election.</u></p>	<p>the council member's term will result in a special statewide election.</p>
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Section 14. ~~Women's Committee.~~

~~The Women's Committee shall consist of no more than 5 members.~~

~~The primary purpose of the Women's Committee shall be to promote full and equal participation of women in MAPE and MAPE leadership roles.~~

~~The committee's mission is to encourage women to seek elective and appointive positions and provide advice, mentoring, and non-monetary support for these efforts.~~

~~The committee will work to create measures that will open up opportunities for women to attend workshops, classes, and other training that encompass union leadership. The committee will utilize funds from the Marge Ramsey Scholarship and other grants to support these training opportunities.~~

~~The committee will oversee the Marge Ramsey Scholarship.~~

Section ~~15~~12. Electronic Meetings.

Statewide standing committees and other statewide, regional, and local MAPE committees may hold meetings which some or all members attend by electronic means if simultaneous aural communications among all participating members are, at least, equivalent to those of meetings held in one room and requirements in MAPE's parliamentary authority, governing documents, and policies are met.

Section 12. Electronic Meetings.

Statewide standing committees and other statewide, regional, and local MAPE committees may hold meetings which some or all members attend by electronic means if simultaneous aural communications among all participating members are, at least, equivalent to those of meetings held in one room and requirements in MAPE's parliamentary authority, governing documents, and policies are met.

ARTICLE VIII ELECTIONS AND VACANCIES

Section 1. Eligibility.

A. Candidates and Incumbents.

Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:

- 1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations;
- 2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices. Council positions are offices;
- 3) Regional Directors may not be elected as negotiations representative;
- 4) except as noted in Exceptions, below be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;
- 5) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;

ARTICLE VIII ELECTIONS AND VACANCIES

Section 1. Eligibility.

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Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:

- 1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations;
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- 3) Regional Directors may not be elected as negotiations representative;
- 4) except as noted in Exceptions, below be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;
- 5) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;

<p>6) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;</p> <p>7) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);</p> <p>8) not be under sanction as provided in MAPE's parliamentary authority; and</p> <p>9) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.</p>	<p>6) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;</p> <p>7) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);</p> <p>8) not be under sanction as provided in MAPE's parliamentary authority; and</p> <p>9) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.</p>
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Provisos for Organizing and Political Council Creation Resolution

The Organizing and Political Council Creation resolution is moved with the following provisos:

1. Councils will be established in May 2019 with the proposed election cycle. The previous statewide committees will continue to exist until the councils are established.

MSP (Doheny) Amendment as written below. (voted 117Y/7N)

Amendment to Organizing and Political Council Creation
 Section 10 and 11 Eligibility
Add or an elected delegate

Section 10 add Item between C and D
A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward.

Section 10 add to D
The terms shall remain staggered.

Section 10 add to G
The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair.

Section 10 add to H

The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.

Section 11 add to H

Appointed positions are not eligible to be elected Chair.

MP (Souther) amendment to Doheny’s amendment: In the Bylaws Article VI, Section 10.e and 11.e at the end of each sentence strike the words “an elected” from “or an elected delegate”. (voted 124Y/3N)

10:15 a.m. Break
Garden Level

10: 33 a.m. **Delegate Assembly Business (Restructure Resolutions)**
Credentials Report, Joe Sullivan, Trustees Committee
As of 10:33am, out of a possible 144 members, we have (99) delegates (5) upgraded alternates, (5) statewide officers (20) regional directors and 129 seated out of a possible 144.
• **MP** (consensus) to adopt the Credentials Report as presented.

Continued debate/amendments for Resolution #7 Organizing and Political Council Creation

MSP (Snavey): Add to section 10 underneath “Eligibility” at the end “or Local Officers” (voted 97Y/25N)

MF: Amendment for local officers to run for statewide positions on the political council and not resign their positions. (voted 52Y/ 72N)

MSP: Resolution as amended with Provisos for Organizing and Political Council Creation Resolution (voted 117Y/7N)

RESOLUTION #8: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Executive Committee Reorganization

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we’re facing and to be able to support and enable MAPE’s vision; and

Whereas, a Political and Organizing Council have been established to carry out MAPE’s strategic initiatives; and
 Whereas, the Local President’s Committee Chair and the Speaker of the Statewide Meet and Confer Chairs provide a direct conduit to members in their locals and agencies; and
Resolved, the structure of the Executive Committee will include Speaker of the Statewide Meet and Confer Chairs, Chair of the Local President’s Committee, Chair of the Political Council and Chair of the Organizing Council.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Committee	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
Constitution	Constitution
<p style="text-align: center;">ARTICLE IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually in the fall.</p> <p><i>Note: No Change. Composition of the DA is in Bylaws Art X Sec 1</i></p>	<p style="text-align: center;">ARTICLE IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually in the fall.</p>
<p>Section 2. Board of Directors. The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall be composed of the Statewide Officers and Regional Directors elected by a vote of the members received by secret ballot. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.</p> <p><i>Notes: 1) The deleted sentence contradicts the last sentence of the paragraph. 2) Composition of BOD is in Bylaws Art V Sec 1. 3) Election Rules Art VII Sec 3 requires all elections to be by secret ballot. 4) This change is the same</i></p>	<p>Section 2. Board of Directors. The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.</p>

<p><i>as the change in Statewide Officer Reorganization Resolution.</i></p>	
<p>Section 3. Executive Committee. The Executive Committee, consisting of the Statewide Officers, shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. <i>Notes: 1) The composition of the Executive Committee is in Bylaws Art VI Sec 6. 2) This change is the same as the change in Statewide Officer Reorganization Resolution.</i></p>	<p>Section 3. Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors.</p>

<p style="text-align: center;">Bylaws ARTICLE V BOARD OF DIRECTORS</p>	<p style="text-align: center;">Bylaws ARTICLE V BOARD OF DIRECTORS</p>
<p>Section 1. Composition of the Board of Directors. The Board of Directors shall consist of five statewide officers who shall be President, First Vice President, Second Vice President, Secretary, Treasurer <u>the Executive Committee</u> and at least one Regional Director from each Region. ¶The total number of Regional Director(s) in a given Region shall equal the total number of employees in the Region who belong to MAPE represented bargaining units as of January 1 of each odd numbered year, multiplied by the number of Regions in MAPE, divided by the total number of employees MAPE represents. Any fraction shall be rounded to the nearest lower number. The Second Vice President shall be responsible for completing this calculation and for notifying Regions in writing of the number of Regional Director positions. <i>Notes: 1) The composition of the Executive Committee is in Bylaws Art VI Sec 6. 2) This change is the same as the change in Statewide Officer Reorganization Resolution, except Second Vice President.</i></p>	<p>Section 1. Composition of the Board of Directors. The Board of Directors shall consist of the Executive Committee and at least one Regional Director from each Region. The total number of Regional Director(s) in a given Region shall equal the total number of employees in the Region who belong to MAPE represented bargaining units as of January 1 of each odd numbered year, multiplied by the number of Regions in MAPE, divided by the total number of employees MAPE represents. Any fraction shall be rounded to the nearest lower number. The Second Vice President shall be responsible for completing this calculation and for notifying Regions in writing of the number of Regional Director positions.</p>

ARTICLE VI STATEWIDE STANDING COMMITTEES	ARTICLE VI STATEWIDE STANDING COMMITTEES
<p>Section 6. Executive Committee. The Executive Committee shall consist of the statewide officers. The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.</p> <p><u>The Executive Committee shall consist of:</u></p> <ul style="list-style-type: none"> • <u>The Statewide Officers</u> • <u>The Chair of the Local Presidents' Committee</u> • <u>The Chair of the Political Council</u> • <u>The Chair of the Organizing Council</u> • <u>The Speaker of the Meet and Confer Committees</u> <p><u>For the purposes of term limits, all positions on the Executive Committee are considered statewide officers.</u></p>	<p>Section 6. Executive Committee. The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.</p> <p>The Executive Committee shall consist of:</p> <ul style="list-style-type: none"> • The Statewide Officers • The Chair of the Political Council • The Chair of the Organizing Council • The Speaker of the Meet and Confer Committees <p>For the purposes of term limits, all positions on the Executive Committee are considered statewide officers.</p>

Provisos for Executive Committee Reorganization Resolution

The Executive Committee Reorganization Resolution is moved with the following provisos:

1. The Chair of the Local Presidents' Committee will become a member of the Executive Committee to be seated in June 2019.
2. The Speaker for the Meet and Confer Committees will become a member of the Negotiations Committee after the election at the Negotiations Convention in November 2018 and a member of the Executive Committee to be seated in June 2019.

3. Once elected the Chair of the Organizing Council will become a member of the Executive Committee. This is anticipated to happen in June 2019.
4. Once elected the Chair of the Political Council will become a member of the Executive Committee. This is anticipated to happen in June 2019.

Proposed Amendment (Local Presidents' Committee):

"The Chair of the Local President' Committee" be stricken from Article 6 Section 6
Article 6 Section 6

- Committee shall meet at the call of the President or a majority vote of the Executive Committee. The Executive Committee shall consist of: • The Statewide Officers • ~~The Chair of the Local Presidents' Committee~~ • The Chair of the Political Council • The Chair of the Organizing Council • The Speaker of the Meet and Confer Committees For the purposes of term limits, all positions on the Executive Committee are considered statewide officers.

MSP: Amendment to resolution 8 ("The Chair of the Local President' Committee" be stricken from Article 6 Section 6) (voted 110Y/11N)

MSP: RESOLUTION #8 as amended Executive Committee Reorganization: (voted 124Y/3N)

RESOLUTION #9: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Statewide Officer Reorganization

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we're facing and to be able to support and enable MAPE's vision; and

Whereas, the structure of the Executive Committee is the Statewide President, Vice President, Secretary-Treasurer, Speaker of the Statewide Meet and Confer Chairs, Chair of the Local President's Committee, Chair of the Political Council and Chair of the Organizing Council; and

Whereas, the duties of the First Vice President and the Second Vice President have been combined; and

Whereas, the duties of the Secretary and Treasurer have been combined.

Resolved, the constitution and bylaws of MAPE have been reflected to incorporate the changes to the structure of the Executive Committee.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Committee	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
Constitution	Constitution
<p style="text-align: center;">ARTICLE IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually in the fall.</p> <p><i>Note: No Change. Composition of the DA is in Bylaws Art X Sec 1</i></p>	<p style="text-align: center;">ARTICLE IV Structure</p> <p>Section 1. Delegate Assembly. All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional and local officer elections. The Delegate Assembly shall meet at least annually in the fall.</p>
<p>Section 2. Board of Directors. The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall be composed of the Statewide Officers and Regional Directors elected by a vote of the members received by secret ballot. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.</p> <p><i>Note: The deleted sentence contradicts the last sentence of the paragraph.</i></p>	<p>Section 2. Board of Directors. The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.</p>

<p><i>Composition of BOD is in Bylaws Art V Sec 1. Election Rules Art VII Sec 3 requires all elections to be by secret ballot.</i></p>	
<p>Section 3. Executive Committee. The Executive Committee, consisting of the Statewide Officers, shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. <i>Note: The composition of the Executive Committee is in Bylaws Art VI Sec 6.</i></p>	<p>Section 3. Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors.</p>
<p>Section 4. Statewide Officers. The Statewide Officers of MAPE shall be the President, First Vice President, Second Vice President, Secretary, and Secretary-Treasurer. Statewide Officers shall perform duties as prescribed by the governing documents, policies, rules and governing bodies of MAPE. Eligibility, vacancies, nomination, elections of Statewide Officers shall be as prescribed in the governing documents. <i>Note: First and Second Vice President duties are combined into one office. Secretary and Treasurer duties are combined into one office.</i></p>	<p>Section 4. Statewide Officers. The Statewide Officers of MAPE shall be the President, Vice President, and Secretary-Treasurer. Statewide Officers shall perform duties as prescribed by the governing documents, policies, rules and governing bodies of MAPE. Eligibility, vacancies, nomination, elections of Statewide Officers shall be as prescribed in the governing documents.</p>
<p>Section 5. Regions. There shall be subdivisions of MAPE, known as regions, which shall be established on a geographic basis by work location.</p>	<p>Section 5. Regions. There shall be subdivisions of MAPE, known as regions, which shall be established on a geographic basis by work location.</p>
<p>Section 6. Locals. There shall be locals within regions. Locals shall be established on a well-defined geographic basis by work location. The processes for establishment of Locals, their boundaries, officers and jurisdiction shall be as provided in the governing documents.</p>	<p>Section 6. Locals. There shall be locals within regions. Locals shall be established on a well-defined geographic basis by work location. The processes for establishment of Locals, their boundaries, officers and jurisdiction shall be as provided in the governing documents.</p>
<p>Section 7. Board of Trustees. A Board of Trustees, consisting of five members, shall be elected by the membership. The Board of Trustees shall verify income and expenses of MAPE according to Generally Accepted Accounting Principles. <i>Note: Commas added.</i></p>	<p>Section 7. Board of Trustees. A Board of Trustees, consisting of five members, shall be elected by the membership. The Board of Trustees shall verify income and expenses of MAPE according to Generally Accepted Accounting Principles.</p>

<p>Section 8. Stewards. The position of steward is established by labor agreements and usage and not by MAPE’s governing documents. Therefore, unless otherwise stated, references to “position” and “office” in the governing documents do not pertain to steward or chief steward.</p>	<p>Section 8. Stewards. The position of steward is established by labor agreements and usage and not by MAPE’s governing documents. Therefore, unless otherwise stated, references to “position” and “office” in the governing documents do not pertain to steward or chief steward.</p>
<p style="text-align: center;">Election Rules Article VII Election Mechanics</p> <p>1. Eligible Voters. The Second Vice President shall submit an accurate list of eligible voters to the Elections Committee.</p>	<p style="text-align: center;">Election Rules Article VII Election Mechanics</p> <p>2. Eligible Voters. The Vice President shall submit an accurate list of eligible voters to the Elections Committee.</p>
<p style="text-align: center;">Bylaws</p>	<p style="text-align: center;">Bylaws</p>
<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 1. President. The President shall be a lost time position with provision to guarantee no loss of accruals or benefits. The President shall serve as the Chair of the Executive Committee, the Board of Directors, and the Delegate Assembly. The President shall serve as an ex-officio member of Statewide Standing Committees, except for the elections committees. The President may call for special meetings of the Board of Directors or Delegate Assembly as provided for in these Bylaws. The President shall work with the Executive Director to provide for effective and proactive labor relations with the employer, to include, where appropriate, participation in departmental meet and confers, state-wide labor management committees, negotiations, and political action. The President shall appoint all committee members and committee chairs, subject to Board approval, except those for which provisions have been made.</p>	<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 1. President. The President shall be a lost time position with provision to guarantee no loss of accruals or benefits. The President shall serve as the Chair of the Executive Committee, the Board of Directors, and the Delegate Assembly. The President shall serve as an ex-officio member of Statewide Standing Committees, except for the elections committees. The President may call for special meetings of the Board of Directors or Delegate Assembly as provided for in these Bylaws. The President shall work with the Executive Director to provide for effective and proactive labor relations with the employer, to include, where appropriate, participation in departmental meet and confers, state-wide labor management committees, negotiations, and political action. The President shall appoint all committee members and committee chairs, subject to Board approval, except those for which provisions have been made.</p>
<p>Section 2. First Vice President.</p>	<p>Section 2. Vice President.</p>

<p>The First Vice President shall</p> <ul style="list-style-type: none"> • p<u>P</u>reside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance.; <u>and</u> • After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee.; <u>and</u> • The First Vice President shall <u>e</u>Chair the Job Action Committee.; <u>and</u> • <u>Maintain the membership records;</u> <u>and</u> • Chair the Membership Committee.; <u>and</u> • The First Vice President shall <u>p</u>Perform other duties as directed by the President or Board of Directors. <p>Section 3.— Second Vice President. The Second Vice President shall perform the duties of the First Vice President at meetings at which the First Vice President is not in attendance. The Second Vice President shall maintain the membership records, chair the Membership Committee, and perform other duties as directed by the President or Board of Directors.</p>	<p>The Vice President shall</p> <ul style="list-style-type: none"> • Preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance; and • After completing Advanced Steward Training, the Vice President shall chair the Employee Rights Committee; and • Chair the Job Action Committee; and • Maintain the membership records; and • Chair the Membership Committee; and • Perform other duties as directed by the President or Board of Directors.
<p>Section 43. Secretary-Treasurer. The Secretary-Treasurer shall:</p> <ul style="list-style-type: none"> • k<u>K</u>Keep a record of the proceedings of the Delegate Assembly, the Board of Directors, and the Executive Committee.; <u>and</u> • m<u>M</u>aintain all the records of MAPE.; <u>and</u> 	<p>Section 3. Secretary-Treasurer. The Secretary-Treasurer shall:</p> <ul style="list-style-type: none"> • Keep a record of the proceedings of the Delegate Assembly, the Board of Directors, and the Executive Committee; and • Maintain all the records of MAPE; and

<ul style="list-style-type: none"> • <u>Maintain all financial records; and</u> • <u>Receive all moneys of MAPE; and</u> • <u>Deposit all moneys, so received, in the name of MAPE, in a bank or financial institution approved by the Board of Directors; and</u> • <u>Prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the President; and</u> • <u>Keep an accurate record of receipts and disbursements; and</u> • <u>Make quarterly financial reports to the Board of Directors; and</u> • <u>Chair the Finance Workgroup; and</u> • <u>Act as custodian of all properties of MAPE; and</u> • <u>Perform other related duties as directed by the Board of Directors.</u> <p>Section 5. — Treasurer. The Treasurer shall maintain all financial records and receive all moneys of MAPE, and deposit all moneys so received in the name of MAPE in a bank or financial institution approved by the Board of Directors. The Treasurer shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the President. The Treasurer shall keep an accurate record of receipts and disbursements and shall make monthly financial reports to the Board of Directors. The Treasurer shall act as custodian of all properties of MAPE. The Treasurer shall chair the</p>	<ul style="list-style-type: none"> • Maintain all financial records; and • Receive all moneys of MAPE; and • Deposit all moneys, so received, in the name of MAPE, in a bank or financial institution approved by the Board of Directors; and • Prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the President; and • Keep an accurate record of receipts and disbursements; and • Make quarterly financial reports to the Board of Directors; and • Chair the Finance Workgroup; and • Act as custodian of all properties of MAPE; and • Perform other related duties as directed by the Board of Directors.
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~~Finance Committee and shall perform other related duties as directed by the Board of Directors.~~

Notes: The '4' in Section 4 is struck through. The crossbar in the 4 and the strike through overlap. The 'and' at the end of the second bullet is original and thus not underlined. Chairing the Finance Workgroup assumes the Board Workgroup Resolution passes.

<p>ARTICLE V BOARD OF DIRECTORS</p> <p>Section 1. Composition of the Board of Directors. The Board of Directors shall consist of five statewide officers who shall be President, First Vice President, Second Vice President, Secretary, Treasurer <u>the Executive Committee</u> and at least one Regional Director from each Region. ¶The total number of Regional Director(s) in a given Region shall equal the total number of employees in the Region who belong to MAPE represented bargaining units as of January 1 of each odd numbered year, multiplied by the number of Regions in MAPE, divided by the total number of employees MAPE represents. Any fraction shall be rounded to the nearest lower number. The Second Vice President shall be responsible for completing this calculation and for notifying Regions in writing of the number of Regional Director positions. <i>Notes: 1) The composition of the Executive Committee is in Bylaws Art VI Sec 6.</i></p>	<p>ARTICLE V BOARD OF DIRECTORS</p> <p>Section 1. Composition of the Board of Directors. The Board of Directors shall consist of the Executive Committee and at least one Regional Director from each Region. The total number of Regional Director(s) in a given Region shall equal the total number of employees in the Region who belong to MAPE represented bargaining units as of January 1 of each odd numbered year, multiplied by the number of Regions in MAPE, divided by the total number of employees MAPE represents. Any fraction shall be rounded to the nearest lower number. The Vice President shall be responsible for completing this calculation and for notifying Regions in writing of the number of Regional Director positions.</p>
<p>ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 5. Employee Rights Committee. The Employee Rights Committee shall consist of the Chief Steward of each Region and the First Vice President. After completing Advanced Steward Training, the First Vice President shall chair the Committee. ¶If the First Vice President has not completed Advanced Steward Training, the Chief Stewards shall elect a Chief Steward to chair until the First Vice President has completed Advanced Steward Training. <i>Note: Eligibility requirement is in Bylaws Art VIII Sec 1, B</i></p>	<p>ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 5. Employee Rights Committee. The Employee Rights Committee shall consist of the Chief Steward of each Region and the Vice President. If the Vice President has not completed Advanced Steward Training, the Chief Stewards shall elect a Chief Steward to chair until the Vice President has completed Advanced Steward Training.</p>
<p>Section 6. Executive Committee.</p>	<p>Section 6. Executive Committee.</p>

<p>The Executive Committee shall consist of the statewide officers. The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.</p> <p><i>Note: This resolution reduces the executive committee from 5 to 3 people. Other resolutions add people this committee.</i></p>	<p>The Executive Committee shall consist of the statewide officers. The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.</p>
<p>Section 7. Finance Committee. The Finance Committee shall consist of the Statewide Secretary-Treasurer and six additional members, three appointed by the Secretary-Treasurer and three appointed by the President. The Treasurer will chair the Finance Committee. No other Statewide Officer shall be a member of this committee. The committee shall be responsible for the presentation and preparation of a budget to be submitted to the Delegate Assembly for approval. The budget report shall be separate and apart from the Secretary-Treasurer's report.</p> <p><i>Note: The Finance Committee is replaced by a Board Workgroup in a different resolution. If that resolution passes, this entire section will have been deleted.</i></p>	<p>Section 7. Finance Committee. The Finance Committee shall consist of the Statewide Secretary-Treasurer and six additional members, three appointed by the Secretary-Treasurer and three appointed by the President. The Treasurer will chair the Finance Committee. No other Statewide Officer shall be a member of this committee. The committee shall be responsible for the presentation and preparation of a budget to be submitted to the Delegate Assembly for approval. The budget report shall be separate and apart from the Secretary-Treasurer's report.</p>
<p>Section 9. Job Action Committee. The Job Action Committee shall consist of the Vice President of each Local. The First Vice President shall chair the Committee.</p>	<p>Section 9. Job Action Committee. The Job Action Committee shall consist of the Vice President of each Local. The Vice President shall chair the Committee.</p>
<p>Section 12. Membership Committee. The Second Vice President of MAPE shall chair the Membership committee. The Membership Committee shall consist of the Second Vice President and at least six additional members, appointed by the President. The committee shall be responsible for membership recruitment</p>	<p>Section 12. Membership Committee. The Vice President of MAPE shall chair the Membership committee. The Membership Committee shall consist of the Vice President and at least six additional members. The committee shall be responsible for membership recruitment and retention. The</p>

<p>and retention. The committee shall also be responsible for establishing criteria for receiving MAPE scholarships and selecting MAPE member scholarship recipients.</p> <p><i>Note: Appointment of committee members is covered in Bylaws Art IV sec 1.</i></p>	<p>committee shall also be responsible for establishing criteria for receiving MAPE scholarships and selecting MAPE member scholarship recipients.</p>
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<p align="center">ARTICLE VIII ELECTIONS AND VACANCIES</p>	<p align="center">ARTICLE VIII ELECTIONS AND VACANCIES</p>
<p>Section 1. Eligibility. B. Position-Specific Eligibility. Statewide First Vice President. Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the ERC<u>Employee Rights Committee</u>.</p>	<p>Section 1. Eligibility. B. Position-Specific Eligibility. Statewide First Vice President. Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the Employee Rights Committee.</p>
<p>Section 3. Vacancies. D. Vacancies in Statewide Offices. When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the First Vice President, and the vacancy is then in the office of First Vice President. When the position of statewide First Vice President, Second Vice President, Secretary, or Secretary-Treasurer becomes vacant, and an election for that office is scheduled to be held within <u>later in</u> the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy. If the office of statewide First Vice President becomes vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide Second Vice President shall perform the duties of the statewide First Vice President. If <u>While</u> the office of statewide <u>Secretary-Treasurer</u> becomes <u>is</u> vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide First Vice President or Second Vice President, in respective order, shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.</p>	<p>Section 3. Vacancies. D. Vacancies in Statewide Offices. When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the Vice President, and the vacancy is then in the office of Vice President. When the position of statewide Vice President or Secretary-Treasurer becomes vacant, and an election for that office is scheduled to be held later in the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy. While the office of statewide Secretary-Treasurer is vacant, the statewide Vice President shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.</p>

ARTICLE X DELEGATE ASSEMBLY

Section 1. Composition.

The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals.

Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President. Calculation of the number of delegates shall be done annually by the ~~Second~~ Vice President, using data effective April 1. The ~~Second~~ Vice President shall be responsible for completing this calculation and for notifying Locals in writing of the number of delegate positions.

Each Local may also elect ranked alternate delegates equal in number to the number of delegates allowed to that Local. Delegates and alternate delegates must be members of the Local they are elected to represent at the time of the Delegate Assembly or Special Delegate Assembly. In electing delegates, each Local shall endeavor to ensure that the overall delegation is balanced and representative of the entire Local.

If a local president is unable to attend a Delegate Assembly, the vice president will take the president's place as a delegate. If the local has no vice president or the vice president cannot attend, the highest ranked alternate will become a delegate.

If the president leaves the Delegate Assembly and the vice president is present, the vice president will take the president's place. If the president leaves the Delegate Assembly and the vice president is not present, the highest ranked alternate will become a delegate.

Special Delegate Assemblies shall consist of those delegates and/or alternates eligible for seating at the last-held Delegate Assembly (if they remain eligible

ARTICLE X DELEGATE ASSEMBLY

Section 1. Composition.

The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals.

Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President. Calculation of the number of delegates shall be done annually by the Vice President, using data effective April 1. The Vice President shall be responsible for completing this calculation and for notifying Locals in writing of the number of delegate positions.

Each Local may also elect ranked alternate delegates equal in number to the number of delegates allowed to that Local. Delegates and alternate delegates must be members of the Local they are elected to represent at the time of the Delegate Assembly or Special Delegate Assembly. In electing delegates, each Local shall endeavor to ensure that the overall delegation is balanced and representative of the entire Local.

If a local president is unable to attend a Delegate Assembly, the vice president will take the president's place as a delegate. If the local has no vice president or the vice president cannot attend, the highest ranked alternate will become a delegate.

If the president leaves the Delegate Assembly and the vice president is present, the vice president will take the president's place. If the president leaves the Delegate Assembly and the vice president is not present, the highest ranked alternate will become a delegate.

Special Delegate Assemblies shall consist of those delegates and/or alternates eligible for seating at the last-held Delegate Assembly (if they remain eligible

under Articles VIII and X and have not resigned) and the Board of Directors.	under Articles VIII and X and have not resigned) and the Board of Directors.
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<p style="text-align: center;">ARTICLE XI JUDICIAL COMMITTEE</p> <p>Section 1. Term of Office. After a charge is properly filed (Article XII, Section 4), the MAPE <u>Statewide</u> President will chair the committee. If the MAPE <u>Statewide</u> President is a participant in the charge, the 1st Vice President will become the Chair. The Chair will appoint 12 additional members to the Committee who are not currently serving on the Board of Directors. Terms will expire following the rendering of the committee's decision or the Board of Directors' appeal decision, whichever is later.</p>	<p style="text-align: center;">ARTICLE XI JUDICIAL COMMITTEE</p> <p>Section 1. Term of Office. After a charge is properly filed (Article XII, Section 4), the Statewide President will chair the committee. If the Statewide President is a participant in the charge, the Vice President will become the Chair. The Chair will appoint 12 additional members to the Committee who are not currently serving on the Board of Directors. Terms will expire following the rendering of the committee's decision or the Board of Directors' appeal decision, whichever is later.</p>
<p style="text-align: center;">ARTICLE XII JUDICIAL PROCEDURE</p> <p>Section 2. Basis for Charges. 7) Refusal or deliberate failure to carry out legally authorized decisions of the Delegate Assembly, the MAPE <u>Statewide</u> President, the MAPE <u>Board of Directors</u>, the Executive Committee, or the Judicial Committee of which the accused is a part;</p>	<p style="text-align: center;">ARTICLE XII JUDICIAL PROCEDURE</p> <p>Section 2. Basis for Charges. 7) Refusal or deliberate failure to carry out legally authorized decisions of the Delegate Assembly, the Statewide President, the Board of Directors, the Executive Committee, or the Judicial Committee of which the accused is a part;</p>

Other References in the Bylaws

- 1) *This part does not contain changes. It presents other references to statewide officers and discusses why this resolution does not effect those references.*
- 2) *Bylaws Art VI, Sec 1: Statewide standing committee members are appointed to terms corresponding to the statewide officers' terms. Since this resolution doesn't change the officers' terms, there is no effect on the committee members' terms.*
- 3) *Bylaws Art VI, Sec 6: Executive Committee is handle in the Executive Committee Reorganization Resolution.*
- 4) *Bylaws Art VI, Sec 7: the Finance Committee is deleted by the Board Workgroups Resolution.*
- 5) *Bylaws Art VI, Sec 10: the Local Presidents' Committee can still make recommendations to the statewide officers.*
- 6) *Bylaws Art VI, Sec 11: Statewide officers are removed from meet and confer committees by the Meet and Confer Chairs Resolution.*
- 7) *Bylaws Art IX, Sec 4: MAPE checks will still be required to be signed by statewide officers.*
- 8) *Bylaws Art XIV, Sec 3: Trustees will still be elected at the same time as statewide officers. The election dates are moved by the Elections Consolidation Resolution.*

<p>9) <i>Election Rules Art III, Sec 1: a statewide officer will still be involved in elections for newly formed locals.</i></p>	
<p>10) <i>Election Rules Timetable: the timetable is changed by the Elections Consolidation Resolution.</i></p>	

PROPOSED AMENDMENT TO RESOLUTION #9:

Submitted by Larry Souther

Move to keep the position of Statewide Secretary by amending resolution 9 by:

- 1) Removing the strike through of Secretary and remove the insertion of Secretary from the amendment to Section 4 of Article IV of the Constitution

- a. The amendment will now read:

Section 4. **Statewide Officers.** The Statewide Officers of MAPE shall be the President, ~~First Vice President, Second Vice President~~, Secretary, and Treasurer. Statewide Officers shall perform duties as prescribed by the governing documents, policies, rules and governing bodies of MAPE. Eligibility, vacancies, nomination, elections of Statewide Officers shall be as prescribed in the governing documents.

- b. Final language will be:

Section 4. **Statewide Officers.** The Statewide Officers of MAPE shall be the President, Vice President, Secretary, and Treasurer. Statewide Officers shall perform duties as prescribed by the governing documents, policies, rules and governing bodies of MAPE. Eligibility, vacancies, nomination, elections of Statewide Officers shall be as prescribed in the governing documents.

- 2) Striking the amendments to section 4 and 5 of Article IV of the Bylaws.

- a. These sections will revert to original language.

- b. Renumbering these sections, 4 to 3 and 5 to 4.

- c. In renumbered section 4 change Finance Committee to Finance Workgroup by deleting the word Committee and inserting the work Workgroup.

The Treasurer shall maintain all financial records and receive all moneys of MAPE, and deposit all moneys so received in the name of MAPE in a bank or financial institution approved by the Board of Directors. The Treasurer shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the President. The Treasurer shall keep an accurate record of receipts and disbursements and shall make monthly financial reports to the Board of Directors. The Treasurer shall act as custodian of all properties of MAPE. The Treasurer shall chair the Finance ~~Committee~~ Workgroup and shall perform other related duties as directed by the Board of Directors.

- 3) Striking the amendments to Section 7 of Article VI of the Bylaws. The section will revert to original language.

4) Removing the amendments concerning Secretary from Part D of Section 3 of Article VIII of the Bylaws.

a. The amendment will now read:

D. **Vacancies in Statewide Offices.** When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the ~~First~~ Vice President, and the vacancy is then in the office of ~~First~~ Vice President.

When the position of statewide ~~First Vice President, Second Vice President,~~ Secretary, or Treasurer becomes vacant, and an election for that office is scheduled to be held ~~within~~ later in the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy.

~~If the office of statewide First Vice President becomes vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide Second Vice President shall perform the duties of the statewide First Vice President.~~

~~If While the office of statewide Treasurer becomes is vacant, and until such time as an election or appointment by majority vote of the Board of Directors, the statewide First Vice President or Second Vice President, in respective order, shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.~~

b) Final language will be:

D. **Vacancies in Statewide Offices.** When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the Vice President, and the vacancy is then in the office of Vice President.

When the position of statewide Vice President, Secretary, or Treasurer becomes vacant, and an election for that office is scheduled to be held later in the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy.

While the office of statewide Treasurer is vacant, the statewide Vice President shall prepare and sign checks for such purposes as are required by the governing documents or are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.

MSP (Souther): (voted 117Y/11N)

Proviso for Statewide Officer Reorganization Resolution

The Statewide Officer Reorganization Resolution is moved with the following provisos:

The Statewide Officer Reorganization Resolution is moved with the following provisos:

Whereas, the current 5 statewide officers were elected to a two-year term that ends in January of 2019; and

Whereas, the Elections Consolidation Resolution shifts the start of the term of office from January to June; and

Whereas, the Statewide Officer Reorganization Resolution drops two of the statewide officer positions; therefore

- Terms for offices that are eliminated end after the election in May 2019.
- The Treasurer will assume the responsibilities of Secretary June 2019; the Vice President will run for re-election in May 2019.
- The term of the Statewide President and Treasurer are extended from January to June 2020.

Whereas, the Delegate Assembly, in 2017, instituted term limits for statewide officers; therefore

- A term as either First Vice President or Second Vice President, will count as a term for Vice President.
- A term as either Secretary or Treasurer, will count as term for Secretary-Treasurer.

PROPOSED Amendment to Proviso for Statewide Officer Reorganization Resolution:

The Statewide Officer Reorganization Resolution is moved with the following provisos: Whereas, the current 5 statewide officers were elected to a two-year term that ends in January of 2019; and

Whereas, the Elections Consolidation Resolution shifts the start of the term of office from January to June; and

Whereas, the Statewide Officer Reorganization Resolution drops ~~two of the statewide officer positions~~the second vice president; therefore

- Terms for offices that are eliminated end after the election in May 2019.
- ~~The Treasurer will assume the responsibilities of Secretary June 2019;~~ the Vice President and Secretary will may run for re-election in May 2019.
- The term of the Statewide President and Treasurer are extended from January to June 2020.

Whereas, the Delegate Assembly, in 2017, instituted term limits for statewide officers; therefore

- A term as either First Vice President or Second Vice President, will count as a term for Vice President.
- ~~A term as either Secretary or Treasurer, will count as term for Secretary-Treasurer.~~

MSP: Resolution #9 as amended Statewide Officer Reorganization (voted 126Y/1N)

RESOLUTION #10: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Elections Consolidation

Whereas, MAPE is changing its governance and organizational structures to reflect the realities, opportunities and challenges we're facing and to be able to support and enable MAPE's vision; and

Whereas, MAPE members have endured two shutdowns and the subsequent organizational disruption of elections and members taking office. This resolution moves elections to be completed by June 1. Thus members will be at work during the election. Also, people elected will be seated before July 1 and the start of any shutdowns; and

Whereas, MAPE is adding several new statewide and agency-wide elected positions; and
Whereas, having staggered elections provides for continuity; and

Whereas, the State is having more and more employees work from home. To have as many members as possible involved in elections, this resolution does away with elections at meetings; therefore

Resolved, that elections be consolidated to one regularly scheduled election cycle per year as described below.

Passed by		Name/Number	Date
Committee	X	Restructure Workgroup	5/31/18

Contact Name	Contact E-mail Address	Contact Phone
MAPE Restructure Committee	restructure@mape.org	651-227-6457

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
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**Election Rules
Article II Dates**

1. **Elections Committee** for Statewide and Regional elections must be appointed in accordance with the Bylaws. The election committee for Local elections must be selected by the Local by the time nominations for Local offices open.

~~2. **Statewide Elections** must be completed by the end of December.~~

~~3. **Local and Regional Elections** must be completed in July.~~

2. Statewide, Regional and Local elections must be completed by June 1st, so seating can occur in June.

3. In even years, the President, Treasurer-Secretary, Speaker of the Meet and Confer Chairs, Negotiations Representatives, odd-numbered region local officers and chief stewards and even-numbered region directors will be elected.

4. In odd-numbered years, the Vice President, Secretary, Organizing Council Members, Political Council Members, Delegate Assembly Delegates and Alternates, even-numbered region local officers and chief stewards, odd-numbered region directors will be elected.

36. Setting Dates. The Board of Directors shall fix all dates concerning regularly scheduled elections in accordance with the Official MAPE Election Timetable. The Board will use the MAPE Election Timetable (Appendix A) and only add the actual dates.

The Elections Committee shall set dates concerning statewide and regional special elections. The local election committee shall set dates concerning local special elections.

**Election Rules
Article II Dates**

1. **Elections Committee** for Statewide and Regional elections must be appointed in accordance with the Bylaws. The election committee for Local elections must be selected by the Local by the time nominations for Local offices open.

2. Statewide, Regional and Local elections must be completed by June 1st, so seating can occur in June.

3. In even years, the President, Treasurer, Speaker of the Meet and Confer Chairs, Negotiations Representatives, odd-numbered region local officers and chief stewards, and even-numbered region directors will be elected.

4. In odd-numbered years, the Vice President, Secretary, Organizing Council Members, Political Council Members, Delegate Assembly Delegates and Alternates, even-numbered region local officers and chief stewards, odd-numbered region directors will be elected.

5. **Setting Dates.** The Board of Directors shall fix all dates concerning regularly scheduled elections in accordance with the MAPE Election Timetable. The Board will use the MAPE Election Timetable (Appendix A) and only add the actual dates.

The Elections Committee shall set dates concerning statewide and regional special elections. The local election committee shall set dates concerning local special elections.

If a deadline falls on a day the MAPE office is closed, that deadline will be moved to the next day the office is open, and

<p>If a deadline falls on a day the MAPE office is closed, that deadline will be moved to the next day the office is open, and subsequent dates will be set based on the moved deadline.</p>	<p>subsequent dates will be set based on the moved deadline.</p>
<p style="text-align: center;">Article III Nominations</p> <p>3. Nomination Procedure.</p> <p>a) Nominations for local positions shall be submitted by members to the local election committee in writing. If the Elections Committee is administering the local election, the local election committee shall forward the nominations to the Elections Committee.</p> <p>b) Nominations for regional positions shall be submitted by members to the Elections Committee in writing.</p> <p>c) Nominations for statewide positions shall be submitted by members to the Elections Committee in writing or made orally at the Delegate Assembly.</p>	<p style="text-align: center;">Article III Nominations</p> <p>3. Nomination Procedure.</p> <p>a) Nominations for local positions shall be submitted by members to the local election committee in writing. If the Elections Committee is administering the local election, the local election committee shall forward the nominations to the Elections Committee.</p> <p>b) Nominations for regional positions shall be submitted by members to the Elections Committee in writing.</p> <p>c) Nominations for statewide positions shall be submitted by members to the Elections Committee in writing.</p>
<p>6. Nomination and Acceptance Speeches. No more than one nomination speech per candidate will be permitted at Delegate Assembly. Nomination and acceptance speeches shall be limited to a maximum of two minutes each per nominator or nominee.</p>	

Bylaws
ARTICLE VIII ELECTIONS AND
VACANCIES

Section 2. **Elections.**

C. **Local Elections.** ~~Voting in local elections shall be by secret ballot by MAPE members.~~ Officers' terms shall be two years and until a successor is elected. Terms of Delegate Assembly delegates and alternate delegates shall be one year. Local officers shall be elected biennial in the year their Regional Director is not being elected. Officers of newly formed Locals shall be elected and shall serve until the normal expiration date of other Local officers in their Region.

Note: Election Rules Art VII Sec 3 states "All voting shall be by secret ballot."

Bylaws
ARTICLE VIII ELECTIONS AND
VACANCIES

Section 2. **Elections.**

C. **Local Elections.** Officers' terms shall be two years and until a successor is elected. Terms of Delegate Assembly delegates and alternate delegates shall be one year. Local officers shall be elected biennial in the year their Regional Director is not being elected. Officers of newly formed Locals shall be elected and shall serve until the normal expiration date of other Local officers in their Region.

Bylaws
ARTICLE XIV BOARD OF
TRUSTEES

Section 6. Vacancies.

~~If a vacancy occurs, the President of MAPE shall nominate an eligible candidate for appointment. The candidate must be confirmed by a two-thirds vote of the Board of Directors. The appointed Trustee will serve until the position can be filled during a statewide election.~~

Vacancies in the position of Trustee shall be filled using the following scenarios:

- ~~1) — A vacancy in the second half of the trustee's four year term. The President nominates, the Board confirms the appointment, and the appointed trustee serves until the next statewide election, which is less than two years.~~
- ~~2) — A vacancy in the first half of the trustee's four year term and the term of office for only two trustee positions expires at the next statewide elections. The President nominates, the Board confirms the appointment, and the appointed trustee serves until the next statewide election, which is less than two years.~~
- ~~3) — A vacancy in the first half of the trustee's four year term and the term of office for three trustee positions expires at the next statewide elections. The President nominates, the Board confirms the appointment, and the appointed trustee serves through the next statewide election and until the following statewide election, which is greater than two years.~~
- ~~4) — More than one vacancy occurs. Fill as many of the vacancies as possible using scenario 1, then fill as many of the vacancies as possible using scenario 2, and fill any remaining vacancies using scenario 3.~~
- ~~5) — If the vacancy occurs at the start of the term (that is, no one ran for the~~

Bylaws
ARTICLE XIV BOARD OF
TRUSTEES

Section 6. Vacancies.

Vacancies in the position of Trustee shall be filled using the following scenarios:

- 1) If the vacant position's term of office has less than one year remaining, the position will be filled by a normal election during the next annual election cycle.
- 2) If the vacant position's term of office has more than a year remaining, the position will be filled by a special election during the next annual election cycle.

<p>position), the position would be filled using the above scenarios.</p> <p><u>1) If the vacant position's term of office has less than one year remaining, the position will be filled by a normal election during the next annual election cycle.</u></p> <p><u>2) If the vacant position's term of office has more than a year remaining, the position will be filled by a special election during the next annual election cycle.</u></p>	
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Proviso for the Elections Consolidation Resolution:

The Elections Consolidation Resolution is moved with the following proviso:

1. The term of office for current Directors, in odd numbered regions, is shorted by about one month to end with the seating of new Directors in June of 2019.
2. The term of office for current local officers, in even numbered regions, is shorted by about a month to end with the seating of new officers in June of 2019.
3. The term of office for current Directors, in even numbered regions, is shorted by about one month to end with the seating of new Directors in June of 2020.
4. The term of office for current local officers, in odd numbered regions, is shorted by about a month to end with the seating of new officers in June of 2020.

PROPOSED AMENDMENT TO RESOLUTION #10

Move to Amend Resolution #10 Elections Consolidation In Election Rules Article II Dates (page 2) Item 3, first line: Strike the "-Secretary" In even years, the President, Treasurer-Secretary. Resulting Language: In even years, the President, Treasurer,

And in Item 4, first line: Insert ", Secretary" after Vice-President. In odd-numbered years, the Vice President, Secretary, Organizing. Resulting Language: In odd-numbered years, the Vice President, Secretary, Organizing

MSP: (voted 125Y|4No)

MSP: Resolution 10 as amended Elections Consolidation (voted 126Y/1N)

RESOLUTION #11: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Election Committee - Election Rule Changes #2, Nominations and Elections Committees Responsibilities

Whereas, most organizations have nominations committees to identify potential leaders, encourage them to run for office, aid them regarding election mechanics and ensure there is at least one candidate for elective position; and

Whereas, the current Election Rules requires the Elections Committee to recruit candidates; and

Whereas, requiring the Elections Committee to recruit candidates creates the possibility of a conflict of interest should a situation arise in which the Elections Committee must render a decision in a dispute between the candidate recruited by the Elections Committee and one not recruited by the Elections Committee; and

Whereas, the Elections Committee must operate in a fair and impartial manner, removing the requirement for the Elections Committee to recruit candidates removes the possibility of an appearance of impropriety in any situation in which an election dispute arises; and

Whereas, local nominating committees are necessary to recruit active members to become candidates for elective local office and to serve as a conduit to whom staff may bring potential leaders and activists; and

Whereas, a statewide Nominating Committee is necessary to recruit active members to become candidates for statewide elective office and to work with local nominating committees to ensure that there are candidates for all regional and local elective positions; therefore

Resolved, that the Election Rules be amended as shown below.

Passed by		Name/Number	Date
Committee	X	Elections Committee	6/29/2018

Contact Name	Contact E-mail Address	Contact Phone
Mike Landers	mikel7_8@msn.com	

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Article II</p> <p style="text-align: center;"><u>Nomination and Election</u></p> <p style="text-align: center;"><u>Committees Dates</u></p> <p><u>1. Elections Committee for Statewide and Regional elections must be appointed in accordance with the Bylaws. The election committee for Local elections must be selected by the Local by the time nominations for Local offices open. The Nominations Committee and The Elections Committee will be appointed per the Bylaws.</u></p> <p><u>2. Local nominations committees will be appointed by the local president as close to the beginning of his/her term as practicable.</u></p> <p><u>3. Local election committees will be appointed by the local president before nominations open for local regular or special elections. The election committee shall consist of at least two members; none of the members may be candidates for a position.</u></p> <p><u>4. The election committee for Local Charter Elections shall consist of a representative from each impacted Local (the existing Local(s) and the local seeking a charter) and a statewide officer to be selected by the MAPE president.</u></p>	<p style="text-align: center;">Article II</p> <p style="text-align: center;">Nomination and Election Committees</p> <ol style="list-style-type: none"> 1. The Nominations Committee and The Elections Committee will be appointed per the Bylaws. 2. Local nominations committees will be appointed by the local president as close to the beginning of his/her term as practicable. 3. Local election committees will be appointed by the local president before nominations open for local regular or special elections. The election committee shall consist of at least two members; none of the members may be candidates for a position. 4. The election committee for Local Charter Elections shall consist of a representative from each impacted Local (the existing Local(s) and the local seeking a charter) and a statewide officer to be selected by the MAPE president.

<p>Article IVH</p> <p>5. Nominations<u>Nominations</u></p> <p>—Local nomination committees will be appointed by the local president before nominations open for local regular or special elections.</p> <p>6.1. Nominees. The Elections Committee <u>Nominations Committee and local nominations committees</u> shall seek out, screen for eligibility</p>	<p>Article IV</p> <p>Nominations</p> <ol style="list-style-type: none"> 1. Nominees. The Nominations Committee and local nominations committees shall seek out and encourage qualified people to run for elective positions. 2. Conditions of Candidacy. Members must meet the eligibility requirements defined in MAPE Bylaws (ELECTIONS AND VACANCIES, Eligibility).
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and encourage qualified persons people to run for elective positions. ~~The election committee for Local Charter Elections shall consist of a representative from each impacted Local (the existing Local(s) and the local seeking a charter) and a statewide officer to be selected by the MAPE president.~~

~~7.2.~~ **Conditions of Candidacy.** Members must meet the eligibility requirements defined in MAPE Bylaws ~~Article VIII (ELECTIONS AND VACANCIES), Section 1 (Eligibility).~~

~~8.3.~~ **Nomination Procedure.**

~~a.a)~~ Nominations for local positions shall be submitted by the local nominations committee or individual members to the local election committee in writing. ~~If the Elections Committee is administering the local election,~~ ~~†~~ The local election committee shall forward the nominations to the Elections Committee.

~~b.b)~~ Nominations for regional positions shall be submitted by the Nominations Committee or by individual members to the Elections Committee in writing.

~~e.c)~~ Nominations for statewide positions shall be submitted by the Nominations Committee or by individual members to the Elections Committee in writing or made orally at the Delegate Assembly.

~~9.4.~~ **Withdrawal of Nomination.** A person nominated may withdraw his/her name from nomination at any time before or after nominations are closed.

~~10.5.~~ **Closing of Nominations.** Nominations close according to the MAPE Election Timetable (Appendix A).

~~11.6.~~ **Nomination and Acceptance Speeches.** No more than one nomination speech per candidate will be permitted at Delegate Assembly. Nomination and acceptance speeches shall be limited to a maximum of two minutes each per nominator or nominee.

~~12.7.~~ **Candidate Compliance.** In addition to other

3. Nomination Procedure.

a) Nominations for local positions shall be submitted by the local nominations committee or individual members to the local election committee in writing. The local election committee shall forward the nominations to the Elections Committee.

b) Nominations for regional positions shall be submitted by the Nominations Committee or by individual members to the Elections Committee in writing.

c) Nominations for statewide positions shall be submitted by the Nominations Committee or by individual members to the Elections Committee in writing or made orally at the Delegate Assembly.

4. **Withdrawal of Nomination.** A person nominated may withdraw his/her name from nomination at any time before or after nominations are closed.

5. **Closing of Nominations.** Nominations close according to the MAPE Election Timetable (Appendix A).

6. **Nomination and Acceptance Speeches.** No more than one nomination speech per candidate will be permitted at Delegate Assembly. Nomination and acceptance speeches shall be limited to a maximum of two minutes each per nominator or nominee.

7. **Candidate Compliance.** In addition to other requirements of the governing documents, all nominees for an elective position, in accepting the nomination (in writing or electronically) thereby affirms their intent to comply with the requirements of MAPE's governing documents and procedures.

8. **Candidate Eligibility Report.** The Elections Committee shall declare the candidates to appear on the ballot upon completion of the Candidate Eligibility Report. The report shall include the names of all eligible nominees and the position sought. A revised Candidate Eligibility Report may be

requirements of the governing documents, all nominees for an ~~an~~ statewide elective position, in

completed if a valid protest is filed by the stated deadline.

~~accepting the nomination (in writing or electronically) thereby shall affirm in writing (or electronically) their intent to comply with the requirements of MAPE's governing documents and procedures and their willingness to be placed in nomination for the office.~~

8. Candidate Eligibility Report.

The Elections Committee shall declare the candidates to appear on the ballot upon completion of the Candidate Eligibility Report. The report shall include the names of all eligible nominees and the position sought, statements of compliance and willingness to be placed in nomination, and the findings concerning each nominee's eligibility. ~~A revised Candidate Eligibility Report may be completed if a valid protest is filed by the stated deadline.~~

9. Publication of the Candidate Eligibility Report.

For candidates who will appear on the ballot, each candidate's personal statement and each candidate's digital image shall be published on the MAPE website as part of the Candidate Eligibility Report no more than 5 days after the deadline for candidates to accept nomination. If an eligible nominee's name is missing from the report, the nominee must protest their name missing from the Candidate Eligibility Report or revised Candidate Eligibility Report no later than 3 days after the report is published or their nomination is withdrawn, and their name shall not appear on the ballot. If the Candidate Eligibility Report contains inaccurate

9. Publication of the Candidate Eligibility Report.

For candidates who will appear on the ballot, each candidate's personal statement and each candidate's digital image shall be published on the MAPE website as part of the Candidate Eligibility Report no more than 5 days after the deadline for candidates to accept nomination. If an eligible nominee's name is missing from the report, the nominee must protest their name missing from the Candidate Eligibility Report or revised Candidate Eligibility Report no later than 3 days after the report is published or their nomination is withdrawn, and their name shall not appear on the ballot. If the Candidate Eligibility Report contains inaccurate information or some other error, and the nominee wishes to correct this error, the nominee must protest the Candidate Eligibility Report or Revised Candidate Eligibility Report no later than 3 days after the report is published.

10. Uncontested Elections. The Candidate Eligibility Report shall also include the names and positions sought of persons nominated in uncontested elections.

information or some other error, and the nominee wishes to correct this error, the nominee must protest the Candidate Eligibility Report or Revised Candidate Eligibility Report no later than 3 days after the report is published.

10. Uncontested Elections. The Candidate

Eligibility Report shall also include the names and positions sought of persons nominated in uncontested elections.

Ruled out of order: Page 4, Section 9 – it says for candidates who appear on the ballot, each candidates personal statement, and then note it says, and each candidates image, I am going to rule that out of order based on our legal counsel’s advice.

MP: Resolution #11 as amended: Election Committee - Election Rule Changes #2, Nominations and Elections Committees Responsibilities (voted 109Y/7N)

RESOLUTION #12: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Whereas, most organizations have nominations committees to identify potential leaders,

Election Committee Bylaw Change – Statewide Nominations Committee Established

encourage them to run for office, aid them regarding election mechanics and ensure there is at least one candidate for elective position; and

Whereas, requiring the Elections Committee to recruit candidates creates the possibility of a conflict of interest should a situation arise in which the Elections Committee must render a decision in a dispute between the candidate recruited by the Elections Committee and one not recruited by the Elections Committee; and

Whereas, a statewide Nominating Committee is necessary to recruit active members to become candidates for statewide elective office and to work with local nominating committees to ensure that there are candidates for all regional and local elective positions; therefore

Resolved, That the Bylaws be amended as shown below.

Passed by		Name/Number	Date
Committee	X	Elections Committee	6/29/2018

Contact Name	Contact E-mail Address	Contact Phone
Mike Landers	mikel7_8@msn.com	

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
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ARTICLE VI

STATEWIDE STANDING COMMITTEES

Section 1. Committees.

MAPE shall have Statewide Standing Committees as defined below.

- Constitution and Rules Committee
- Diversity Committee
- Elections Committee
- Employee Rights Committee
- Executive Committee
- Finance Committee
- Government Relations Committee
- Job Action Committee
- Local Presidents Committee
- Meet and Confer Committee
- Membership Committee
- Negotiations Committee
- Nominations Committee
- Women’s Committee

Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.

Appointed committee members serve for a term corresponding to that of

ARTICLE VI

STATEWIDE STANDING COMMITTEES

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- Women’s Committee

Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.

Appointed committee members serve for a term corresponding to that of

the Statewide Officers and continue their duties until their successors have been appointed.

Appointed committees may remove members:

- 1) When the member has 3 unexcused absences in the last 12 months;
- 2) With notification to the member 14 days prior to a vote by the committee;
- 3) By a majority vote of the committee.

the Statewide Officers and continue their duties until their successors have been appointed.

Appointed committees may remove members:

- 1) When the member has 3 unexcused absences in the last 12 months;
- 2) With notification to the member 14 days prior to a vote by the committee;
- 3) By a majority vote of the committee.

Section 15. Nominations Committee
The Nominations Committee shall consist of five members. It shall serve as Nominations Committee for statewide and regional elections. The Board of Directors shall designate one of the five members as committee chair. The committee's responsibilities include identifying potential leaders throughout the union and encouraging them to run for office. The committee will make every effort to ensure that there are eligible candidates for all statewide and regional elective positions. The committee will work with local elections committees to identify potential regional leaders, encourage them run for elective office and make every effort to ensure that there are candidates for all regional elective positions.

Section 165. Electronic Meetings.

Statewide standing committees and other statewide, regional, and local MAPE committees may hold meetings which some or all members attend by electronic means if simultaneous aural communications among all participating members are, at least, equivalent to those of meetings held in one room and requirements in MAPE's parliamentary authority, governing documents, and policies are met.

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The Nominations Committee shall consist of five members. It shall serve as Nominations Committee for statewide and regional elections. The Board of Directors shall designate one of the five members as committee chair. The committee's responsibilities include identifying potential leaders throughout the union and encouraging them to run for office. The committee will make every effort to ensure that there are eligible candidates for all statewide and regional elective positions. The committee will work with local elections committees to identify potential regional leaders, encourage them run for elective office and make every effort to ensure that there are candidates for all regional elective positions.

Section 16. Electronic Meetings.

Statewide standing committees and other statewide, regional, and local MAPE committees may hold meetings which some or all members attend by electronic means if simultaneous aural communications among all participating members are, at least, equivalent to those of meetings held in one room and requirements in MAPE's parliamentary authority, governing documents, and policies are met.

MP: RESOLUTION #12: Election Committee Bylaw Change – Statewide Nominations Committee Established, (voted 120Y/7N)

RESOLUTION #13: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

**Election Committee – Election Rule Changes #3
Definitions, Campaign Support, Special Elections, Timeline**

Whereas current Election Rules discuss what to do when a vacancy occurs, however it contains no definition of what a vacancy is; and

Whereas, moving to electronic elections and posting of personal statements and use of social media makes access to mailing distribution lists unnecessary; and

Whereas, the Election Timetable needs to be adjusted to include new steps in the election process and deadlines need adjustment to reflect changes in Election Rules; and

Whereas a special election should only be held when a vacancy actually exists, and no special election activity should be triggered by the anticipation of an “upcoming” vacancy because that vacancy may not actually occur; therefore;

Resolved, That the Election Rules be amended as shown below.

Passed by		Name/Number	Date
Committee	X	Elections Committee	6/29/2018

Contact Name	Contact E-mail Address	Contact Phone
Mike Landers	mikel7_8@msn.com	

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Article I Definitions</p> <p>1. Vacancy. <u>A vacancy exists when:</u></p> <ul style="list-style-type: none"> a) <u>there is no incumbent in the elective position;</u> b) <u>the incumbent has delivered a letter of resignation, in writing or electronically, to the Elections Committee; or</u> c) <u>the incumbent is no longer eligible to hold the elective position.</u> 	<p style="text-align: center;">Article I Definitions</p> <p>13. Vacancy. A vacancy exists when:</p> <ul style="list-style-type: none"> a) there is no incumbent in the elective position; b) the incumbent has delivered a letter of resignation, in writing or electronically, to the Elections Committee; or c) the incumbent is no longer eligible to hold the elective position.

**Article IV
Campaign Support**

1. **General Resources.** Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.
2. **MAPE Resources.** Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.
3. **Campaign Forums.** The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates.
4. **Distribution List Security.** MAPE shall maintain control of election distribution lists. ~~and related labels. Lists compiled for MAPE purposes are MAPE property. MAPE shall grant equal access to discount distribution permits (when applicable) and distribute literature at the candidates' expense. No other access to MAPE election distribution lists for campaign purposes shall be permitted.~~

**Article IV
Campaign Support**

1. **General Resources.** Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.
2. **MAPE Resources.** Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.
3. **Campaign Forums.** The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates.
4. **Distribution List Security.** MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted.

**Article IX
Special Elections**

1. **Purpose.** A special election is held to fill an existing vacancy or when prescribed by the governing documents.
2. **Reasonable Notice.** Reasonable notice shall be given that an election will be held.
3. **Uncontested Election.** If only one person is nominated for a position, the person is seated immediately after:
 - Nominations are closed.
 - Candidate eligibility is determined.
 - ~~The position is vacant, and~~
 - ~~Nominations are closed.~~

**Article IX
Special Elections**

1. **Purpose.** A special election is held to fill an existing vacancy or when prescribed by the governing documents.
2. **Reasonable Notice.** Reasonable notice shall be given that an election will be held.
3. **Uncontested Election.** If only one person is nominated for a position, the person is seated immediately after:
 - Nominations are closed,
 - Candidate eligibility is determined.

What is being amended?		
	MAPE ELECTION TIMETABLE Appendix A	
Last Possible Date	Statewide Officer & Trustee Election Timelines	No Later Than
	Membership deadline to be eligible as candidate	30 days prior to close of nominations
	Announce Opening of Nominations	60 days prior to Delegate Assembly
	Membership deadline to be eligible to vote	2 weeks prior to <u>the opening of voting window opening</u>
	Nominations Close	Delegate Assembly
	<u>Personal Statements Due</u>	<u>7 days after nominations close</u>
	Candidates accept or decline nomination	7 days after <u>nominations close</u> Delegate Assembly
	Affirm and/or Protest Candidate Eligibility	7 days after Delegate Assembly
	Candidate Eligibility Report and Candidate Personal Statements Published on MAPE Website	5 12 days after <u>the deadline for candidates to accept the nomination</u> Delegate Assembly
	Postage Paid Distribution Submission Deadline <u>Deadline to Protest Candidate Eligibility Report</u>	7 days prior to postage paid distribution <u>3 days after Candidate Eligibility Report is published</u>
	Postage Paid Distribution Revised (if necessary) Candidate Eligibility Report and Candidate Personal Statements Published on MAPE Website	7 days prior to voting window opening <u>3 days after Deadline to Protest Candidate Eligibility Report</u>
	<u>Deadline to Protest Revised Candidate Eligibility Report</u>	<u>3 days after Revised Candidate Eligibility Report is published</u>

	Voting Opens	21 3 days after Candidate Eligibility Report Deadline to Protest Revised Candidate Eligibility Report
	Voting Closes	21 days after voting opens window opening
	Ballots Tabulated	1 5 days after ballots voting closes window closes
	Election(s) Committee Report	1 5 days after ballots tabulated
	Results posted on the website	As soon as practical after Election(s) Committee Report
	Protests	5 days after the results are posted on the website
	Seating	Officers: First Board of Directors meeting after January 1. Trustees: Immediately after the Election(s) Committee Report.
	Financial Report	10 days after ballots tabulated
Last Possible Date	Regional & Local Election Timelines	No Later Than
	Membership deadline to be eligible as candidate	30 days prior to close of nominations
	Chose electronic or meeting election and consecutive or concurrent voting	Before nominations are opened
	Announce Opening of Nominations	30 days prior to close of nominations
Last Possible Date	Regional & Local Electronic Election Timelines	No Later Than
	Region or local (as appropriate) Membership deadline to be eligible to vote	2 weeks prior to the opening of voting window opening

	Nominations Close	
	Personal Statement Due	7 days after nominations close
	<u>Candidates accept or decline nomination</u> <u>Affirm and/or Protest Candidate Eligibility</u>	7 days after nominations close
	<u>Candidate Eligibility Report and Candidate Personal Statements Published on MAPE website</u>	12 4 days after nominations close
	<u>Deadline to Protest Candidate Eligibility Report</u>	<u>3 days after Candidate Eligibility Report is published</u>
	<u>Revised (if necessary) Candidate Eligibility Report and Candidate Personal Statements Published on MAPE Website</u>	<u>3 days after Deadline to Protest Candidate Eligibility Report</u>
	<u>Deadline to Protest Revised Candidate Eligibility Report</u>	<u>3 days after Revised Candidate Eligibility Report is published</u>
	Voting Opens	21 days after Candidate Eligibility Report <u>3 days after Deadline to Protest Revised Candidate Eligibility Report</u>
	Voting Closes	21 days after <u>the opening of voting window opening</u>
	Ballots Tabulated	<u>5</u> 1 days after voting window closes
	Election(s) Committee Report	<u>5</u> 1 days after ballots tabulated
	Results posted on the website	As soon as practical after Election(s) Committee Report
	<u>Protests</u>	<u>5 days after the results are posted on the website</u>
	Seating of Officers and Delegates	Immediately following Election(s) Committee Report
	Seating of Negotiations Committee Members	In accordance with Bylaws Article VI

Last Possible Date	Local Meeting Election Timelines Concurrent Voting	No Later Than
	Local membership deadline to be eligible to vote	Meeting at which election is held
	Nominations Close, Personal Statement Due	Meeting at which election is held
	Affirm and/or protest Candidate Eligibility	Meeting at which election is held
	Candidate Eligibility Report	Meeting at which election is held
	Ballots Tabulated	5 days after meeting at which election is held
	Elections Committee Report	5 days after meeting at which election is held
	Results posted on the website	As soon as practical after Elections Committee Report
	Seating of Officers and Delegates	Immediately following Elections Committee Report
	Protests	5 days after the results are posted on the website

Resulting Language		
	MAPE ELECTION TIMETABLE Appendix A	
Last Possible Date	Statewide Officer & Trustee Election Timelines	No Later Than
	Membership deadline to be eligible as candidate	30 days prior to close of nominations
	Announce Opening of Nominations	60 days prior to Delegate Assembly
	Membership deadline to be eligible to vote	2 weeks prior to the opening of voting
	Nominations Close	Delegate Assembly

	Personal Statements Due	7 days after nominations close
	Candidates accept or decline nomination	7 days after nominations close
	Candidate Eligibility Report and Candidate Personal Statements Published on MAPE Website	5 days after the deadline for candidates to accept the nomination
	Deadline to Protest Candidate Eligibility Report	3 days after Candidate Eligibility Report is published
	Revised (if necessary) Candidate Eligibility Report and Candidate Personal Statements Published on MAPE Website	3 days after Deadline to Protest Candidate Eligibility Report
	Deadline to Protest Revised Candidate Eligibility Report	3 days after Revised Candidate Eligibility Report is published
	Voting Opens	3 days after Deadline to Protest Revised Candidate Eligibility Report
	Voting Closes	21 days after voting opens
	Ballots Tabulated	1 day after voting closes
	Elections Committee Report	1 day after ballots tabulated
	Results posted on the website	As soon as practical after Election(s) Committee Report
	Protests	5 days after the results are posted on the website
	Seating	Officers: First Board of Directors meeting after January 1. Trustees: Immediately after the Election(s) Committee Report.
	Financial Report	10 days after ballots tabulated
Last Possible Date	Regional & Local Election Timelines	No Later Than
	Membership deadline to be eligible as candidate	30 days prior to close of nominations
	Announce Opening of Nominations	30 days prior to close of nominations

	Membership deadline to be eligible to vote	2 weeks prior to the opening of voting
	Nominations Close	
	Personal Statement Due	7 days after nominations close
	Candidates accept or decline nomination	7 days after nominations close
	Candidate Eligibility Report and Candidate Personal Statements Published on MAPE website	12 days after nominations close
	Deadline to Protest Candidate Eligibility Report	3 days after Candidate Eligibility Report is published
	Revised (if necessary) Candidate Eligibility Report and Candidate Personal Statements Published on MAPE Website	3 days after Deadline to Protest Candidate Eligibility Report
	Deadline to Protest Revised Candidate Eligibility Report	3 days after Revised Candidate Eligibility Report is published
	Voting Opens	3 days after Deadline to Protest Revised Candidate Eligibility Report
	Voting Closes	21 days after the opening of voting
	Ballots Tabulated	1 day after voting window closes
	Elections Committee Report	1 day after ballots tabulated
	Results posted on the website	As soon as practical after Election(s) Committee Report
	Protests	5 days after the results are posted on the website
	Seating of Officers and Delegates	Immediately following Election(s) Committee Report
	Seating of Negotiations Committee Members	In accordance with Bylaws

MSP: RESOLUTION #13: Election Committee – Election Rule Changes #3 Definitions, Campaign Support, Special Elections, Timeline (voted 123Y/3N)

RESOLUTION #14: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Election Committee – Election Rule Changes #1

Electronic Elections, Definitions, Dates, Campaign Conduct, Election Procedure

Whereas, in recent years MAPE has had great success administering electronic elections, essentially doubling the participation rate in many cases; and

Whereas, utilizing paper ballots and paper campaign material is time consuming and expensive for both MAPE and the candidates; and

Whereas, the cost of postage and mailing alone costs MAPE over \$6,000 and duplicating costs or campaign literature are borne by the candidates; and

Whereas, fewer than 6 members have requested paper ballots in recent elections; and

Whereas, members will have improved access to information about candidates if the information is published on the MAPE website; and

Whereas, candidates want and need to use social media in their campaigns; and

Whereas, the current Election Rules did not contemplate the use of social media (Facebook, twitter etc.) in MAPE campaigns and elections; and

Whereas, the current Election Rules, which require that local special elections be held only at a meeting, greatly limits the participation rate compared to electronic elections; and

Whereas, current Election Rules provisions allowing a choice between holding elections at a meeting or holding hybrid elections results in multiple sets of election rules and 3 different timelines, increasing confusion for members and voters, thereby reducing participation in the democratic process; and

Whereas, in post-election surveys, members have repeatedly and overwhelmingly favored electronic elections over any other type; and

Whereas, elections held at a meeting greatly limits the participation rate compared to electronic elections; and

Whereas, to make an informed choice, voters need and have repeatedly requested information regarding a candidate's priorities and goals and reasons for seeking a

particular office and that a personal statement provided by the candidate and made available with the ballot is the best way to provide this information; and

Whereas, requiring the same information from all candidates provides a consistent basis of information for voters and creates a level playing field for candidates; therefore

Resolved, that the Election Rules be amended as shown below.

Passed by		Name/Number	Date
Committee	X	Elections Committee	6/29/2018

Contact Name	Contact E-mail Address	Contact Phone
Mike Landers	mikel7_8@msn.com	

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
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ELECTION RULES	ELECTION RULES
Amended at Delegate Assembly, Sept. 23-24, 2016	Amended at Delegate Assembly, Sept. 23-24, 2016
Article I	Article I
Definitions	Definitions
2. Candidate means a member seeking an elective position.	1. Candidate means a member seeking an elective position.
3. Days refers to calendar days, unless stated otherwise.	2. Days refers to calendar days, unless stated otherwise.
4. Election Cycle means the frequency at which an election is held for a particular position.	3. Election Cycle means the frequency at which an election is held for a particular position.
5. Elective Position means a position usually filled by an election. This includes officers, trustees, delegates and alternates to the Delegate Assembly, and members of the Statewide Negotiations Committee.	4. Elective Position means a position usually filled by an election. This includes officers, trustees, delegates and alternates to the Delegate Assembly, and members of the Statewide Negotiations Committee.
6. Eligible Voters means members as of the date specified on the MAPE Election Timetable.	5. Eligible Voters means members as of the date specified on the MAPE Election Timetable.
7. Hybrid Election means an electronic electronic -election in which an individual voters may request and vote a paper <u>receive instructions and access to a ballot electronically, typically via email containing a link to a secure website for voting.</u>	6. Election means an electronic election in which voters receive instructions and access to a ballot electronically, typically via email containing a link to a secure website for voting.
8. Incumbent means a member currently	7. Incumbent means a member currently holding an elective or appointive position, regardless of the term's

holding an elective or appointive position, regardless of the term's anticipated ending date.	anticipated ending date.
9. Office means an elective position held by an officer.	8. Office means an elective position held by an officer.
10. Mail means U.S. mail or other secure means approved by the Board of Directors.	9. Mail means U.S. mail or other secure means approved by the Board of Directors.
	10. Reasonable Notice means notifying all affected members, at their home or

<p>11. Reasonable Notice means notifying all affected members, at their home or work addresses, such that the notice is timed to arrive prior to the opening of nominations for an election. This may <u>shall</u> be done by mail, by electronic methods, <u>and may be supplemented</u> by hand, or by posting notices on bulletin boards at all affected work locations. It must include arrangements to notify members routinely assigned away from their work address for prolonged periods. The notice shall include:</p> <ul style="list-style-type: none"> a) the open positions, b) a description of the duties of each position, c) the date nominations open and close, d) the date(s) of the election, e) the method of balloting, <u>which will be electronic,</u> f) when, where, and how ballots will be tabulated. 	<p>work addresses, such that the notice is timed to arrive prior to the opening of nominations for an election. This shall be done by electronic methods, and may be supplemented by hand, or by posting notices on bulletin boards at all affected work locations. It must include arrangements to notify members routinely assigned away from their work address for prolonged periods. The notice shall include:</p> <ul style="list-style-type: none"> a) the open positions, b) a description of the duties of each position, c) the date nominations open and close, d) the date(s) of the election, e) the method of balloting, which will be electronic, f) when, where, and how ballots will be tabulated.
<p style="text-align: center;">Article III Dates</p> <p>11. 12-1. Statewide Elections must be completed by the end of December.</p> <p>13. 2. Local and Regional Elections must be completed in July.</p> <p>14. 3. Setting Dates. The Board of Directors shall fix all dates concerning regularly scheduled elections in</p>	<p style="text-align: center;">Article III Dates</p> <p>1. Statewide Elections must be completed by the end of December.</p> <p>2. Local and Regional Elections must be completed in July.</p> <p>3. Setting Dates. The Board of Directors shall fix all dates concerning regularly scheduled elections in accordance with</p>
<p>accordance with the Official MAPE Election Timetable. The Board will use the MAPE Election Timetable (Appendix A) and only add the actual dates.</p>	<p>the MAPE Election Timetable. The Board will use the MAPE Election Timetable (Appendix A) and only add the actual dates.</p>

<p>__The Elections Committee shall set dates concerning statewide, and regional and local special elections. The local election committee shall set dates concerning local special elections.</p> <p>__If a deadline falls on a day the MAPE office is closed, that deadline will be moved to the next day the office is open, and subsequent dates will be set based on the moved deadline.</p>	<p>The Elections Committee shall set dates concerning statewide, regional and local special elections.</p> <p>If a deadline falls on a day the MAPE office is closed, that deadline will be moved to the next day the office is open, and subsequent dates will be set based on the moved deadline.</p>
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Article VI

Campaign Conduct

1. **General Conduct.** All candidates shall conduct their campaigns in a manner that promotes the welfare of MAPE and does not subject MAPE to liability.
2. **False Claims.** Candidates shall not knowingly make false or clearly misleading claims.
3. **Undue Influence.** Candidates shall not use coercion, bribery, or a promise of future consideration in an attempt to influence an election.
4. **E-Mail Use.** State e-mail or equipment (including printers and fax machines) may not be used for MAPE campaign purposes. Campaign e-mail messages shall not be sent or forwarded from state or non-state systems to state systems.
5. **Campaign Literature.** The Elections Committee shall establish the format and filing requirements for all campaign literature. All campaign literature shall bear the name of the author(s), the funding source, and the candidate(s) and/or issue(s) it supports. One copy of all campaign ~~material literature~~ shall be filed with the Elections Committee prior to distribution. Candidates are solely responsible for the content of their campaign ~~material literature~~. The candidates must comply with the Social Media in Campaigns Policy.
6. **Personal Statements.** Candidates whose names will be on the ballot must ~~may~~ prepare and submit a personal statement to be included with the ballots. ~~The Elections Committee may waive the~~

Article VI

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5. **Campaign Literature.** The Elections Committee shall establish the format and filing requirements for all campaign literature. All campaign literature shall bear the name of the author(s), the funding source, and the candidate(s) and/or issue(s) it supports. One copy of all campaign material shall be filed with the Elections Committee prior to distribution. Candidates are solely responsible for the content of their campaign material. The candidates must comply with the Social Media in Campaigns Policy.
6. **Personal Statements.** Candidates whose names will be on the ballot must prepare and submit a personal

~~digital image requirement or extend the submission deadline for a candidate for~~

statement to be included with the ballots.

1. — good cause.

7. **Postage-paid Distribution.**

Candidates for statewide positions shall be allowed to participate in a single, combined distribution of campaign literature to members. The distribution shall be at no cost to the candidates, except candidates shall supply, at their own expense, sufficient copies of the literature to be distributed.

8. **Additional Distributions.**

Candidates may submit campaign literature to MAPE for distribution to members. All costs associated with such distribution shall be borne by the candidates and paid in advance of the distribution.

Article VII

Election Procedure

~~7.~~ **1. Write-In Candidates.** Write-In candidates are prohibited.

~~8.~~ **2. Individual Position.** To be elected to an individual position requires a majority vote.

~~9.~~ **3. Preferential Balloting.** When a majority vote is required and more than two candidates are seeking one office, preferential balloting will be used. Voters will be instructed to indicate the order in which they prefer all the candidates for that office by placing or indicating the numeral 1 beside their first preference, the numeral 2 beside their second preference, and so on for every possible choice.

~~**Paper Ballot.**~~ When counting the votes for that office, all ballots will be ~~placed in piles~~ electronically sorted according to the first preference, and then the ballots are counted. If one candidate has a majority (over 50%), that candidate is the winner. If no candidate has a majority, the ballots for the candidate with the fewest first place votes will be redistributed ~~into the other piles~~ according to the names marked as second choice on those ballots, and all ballots are recounted. If no candidate has a majority, the process will be repeated using third and subsequent choices until one candidate has a majority of the remaining ballots counted. When ballots are being redistributed, a ballot with no remaining choices is ~~set aside~~

Article VII

Election Procedure

1. **Write-In Candidates.** Write-In candidates are prohibited.

2. **Individual Position.** To be elected to an individual position requires a majority vote.

3. **Preferential Balloting.** When a majority vote is required and more than two candidates are seeking one office, preferential balloting will be used. Voters will be instructed to indicate the order in which they prefer all the candidates for that office by placing or indicating the numeral 1 beside their first preference, the numeral 2 beside their second preference, and so on for every possible choice.

When counting the votes for that office, all ballots will be electronically sorted according to the first preference, and then the ballots are counted. If one candidate has a majority (over 50%), that candidate is the winner. If no candidate has a majority, the ballots for the candidate with the fewest first place votes will be redistributed according to the names marked as second choice on those ballots, and all ballots are recounted. If no candidate has a majority, the process will be repeated using third and subsequent choices until one candidate has a majority of the remaining ballots counted. When ballots are being redistributed, a ballot with no remaining choices is

<p>as exhausted and not counted. The results of all counts will be reported.</p> <p>Electronic Ballot. Tallying will be done in</p>	<p>exhausted and not counted. The results of all counts will be reported.</p> <p>4. Ties. In case of a tie, the Elections Committee shall prepare and draw lots</p>
<p>a manner that produces the same results as would be obtained if the voting were done using paper ballots. The results of all counts will be reported.</p> <p>10.4. Ties. In case of a tie, the Elections Committee shall prepare and draw lots immediately after tabulation of the ballots.</p> <p>11.5. Multiple Identical Position (i.e., Delegate, Trustee). All candidates for multiple identical positions shall be voted on simultaneously. To be elected to a multiple identical position requires a plurality vote. For such positions, a plurality means more votes than other candidates for the position, up to the number of positions open. For example, if there are three positions, the three candidates receiving the most votes are elected.</p> <p>12.6. Seating. Newly elected persons shall be seated immediately after the Election(s) Committee Report is released, unless another date is provided in the governing documents.</p>	<p>immediately after tabulation of the ballots.</p> <p>5. Multiple Identical Position (i.e., Delegate, Trustee). All candidates for multiple identical positions shall be voted on simultaneously. To be elected to a multiple identical position requires a plurality vote. For such positions, a plurality means more votes than other candidates for the position, up to the number of positions open. For example, if there are three positions, the three candidates receiving the most votes are elected.</p> <p>6. Seating. Newly elected persons shall be seated immediately after the Election(s) Committee Report is released, unless another date is provided in the governing documents.</p>

MSP (Meyer) to amend the Social media policy be approved by the delegate assembly (voted 96Y/31N)

MSP (Souther): motion to reconsider this amendment (Social media policy be approved by the delegate assembly) and will revert back to the original language for the social media policy. (voted 76Y/48N)

MF (Jeffries) postpone the resolution until after lunch. (voted 35Y/95N)

MF (Tricka) to extend the debate so that three more people can speak for and against it. (voted 36Y/89N)

MP (Church) to consider article 6, number 5 separately between social media and the rest of the resolution (vote not accounted for)

MP Resolution 14 with the removal of the social media piece (article 6, number 5): Election Committee – Election Rule Changes without the social media. (voted 99Y/28N)

MF: Delegate Assembly to approve the Social Media policy (voted 24Y/105N)

MP: Candidates must comply with the social media policy in the Campaigns Policy. (voted 102Y/22N)

MP: can

RESOLUTION #15: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Statewide Election process changes

Whereas, the current election process is laborious and cumbersome and
Whereas, the streamlined 1st VP election went very well; and
Whereas, the cost savings of election lost time and
Whereas, simplification of the process should lead to larger application pools; therefore be it

Resolved, All MAPE statewide elections will follow the following format:

Candidates for any statewide election will submit a short description of their desire to serve.

Candidates for any statewide election may submit a long description of their desire to serve; including a photograph.

Candidates for any statewide election may create a YouTube or similar recording to be open for viewing.

Candidates may attend local meetings as part of their campaign for their local only if invited to do so.

Candidates may not attend local meetings, where they are not a member, as part of their campaign for office.

Passed by		Name/Number	Date
Local		Insert information on groups in support of the resolution	06-14-2018
Committee	X	Membership Committee	04-26-2012
Member		Bryan Kotta, Mike Terhune	

Bryan Kotta	kotta@mnstate.edu	701 371 6609
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(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
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ELECTION RULES	ELECTION RULES
<p align="center">Article IV Campaign Support</p>	<p align="center">Article IV Campaign Support</p>
<p>1. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p> <p>2. MAPE Resources. Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.</p> <p>3. Campaign Forums. The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates.</p>	<p>1. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p> <p>2. MAPE Resources. Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.</p>
<p align="center">3. <u>Candidate Campaign:</u></p> <ul style="list-style-type: none"> • <u>Candidates for any statewide election will submit a short description of their desire to serve.</u> • <u>Candidates for any statewide election may submit a long description of their desire to serve; including a photograph.</u> • <u>Candidates for any statewide election may create a YouTube or</u> 	<p>3. Candidate Campaign:</p> <ul style="list-style-type: none"> • Candidates for any statewide election will submit a short description of their desire to serve. • Candidates for any statewide election may submit a long description of their desire to serve; including a photograph. • Candidates for any statewide election may create a YouTube or similar recording to be open for viewing. • Candidates may attend local meetings as part of their campaign for their local only if invited to do so.

<p><u>similar recording to be open for viewing.</u></p> <ul style="list-style-type: none"> • <u>Candidates may attend local meetings as part of their campaign for their local only if invited to do so.</u> • <u>Candidates may not attend local meetings, where they are not a member, as part of their campaign for office.</u> <p>4. Distribution List Security. MAPE shall maintain control of distribution lists and related labels. Lists compiled for MAPE purposes are MAPE property. MAPE shall grant equal access to discount distribution permits (when applicable) and distribute literature at the candidates’ expense. No other access to MAPE distribution lists for campaign purposes shall be permitted.</p>	<ul style="list-style-type: none"> • Candidates may not attend local meetings, where they are not a member, as part of their campaign for office. <p>4. Distribution List Security. MAPE shall maintain control of distribution lists and related labels. Lists compiled for MAPE purposes are MAPE property. MAPE shall grant equal access to discount distribution permits (when applicable) and distribute literature at the candidates’ expense. No other access to MAPE distribution lists for campaign purposes shall be permitted.</p>
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MF (Souther) proposes to remove language “including a photograph” from elections rule candidate campaign (voted 39Y/86N)

MW (Kotta) withdrew resolution #15.

12:00 p.m.

Lunch
Garden Court

12:30 p.m.

Membership Award
Presented by the Membership Committee

Betty Rogers and Neil Farnsworth Awards
Presented by President Chet Jorgenson

- Marcia Bierschenk, Betty Rogers recipient
- Terry Nelson, Neil Farnsworth recipient

12:45 p.m.

Legal Report
Grand Ballroom

Brendan Cummins, Cummins & Cummins

1:12 p.m.

Delegate Assembly Business

Credentials Report, Joe Sullivan, Trustees Committee

As of 1:12 p.m., out of a possible 144 members, we have (5) statewide officers, (20) regional directors, (99) delegates and (7) upgraded alternates for a total of 131 seated out of 144.

RESOLUTION #16: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Minimum Requirement of First Vice President's Office

Whereas, the First Vice President chairs the ERC; and
Whereas, having Chief Steward experience is vital to chairing a committee of 21 Chief Stewards; and
whereas defending the contract we have negotiated should be a top priority:
Therefore be it resolved that the office of Statewide First Vice President shall have a minimum qualification of 1 year as Chief Steward in order to effectively lead the ERC.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Kay Pedretti	05/01/2018

Contact Name	Contact E-mail Address	Contact Phone
Kay Pedretti	kpedretti@winona.edu	507-457-5288

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 2. First Vice President. The First Vice President shall preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance. After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee. The First Vice President shall chair the Job Action Committee. The First Vice President shall perform other duties as directed by the President or Board of Directors.</p>	<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 2. First Vice President. The First Vice President shall preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance. <u>A minimum qualification of this office is one year of Chief Steward experience, or have handled 2 investigations and 2 grievances and take advance steward training.</u> After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee. The First Vice President shall chair the Job Action Committee. The First Vice President shall perform other duties as directed by the President or Board of Directors.</p>

MSP: (Pedretti) proposes to add right after the new language ending in “one year of Chief Steward experience” OR have handled 2 investigations and 2 grievances and take advance steward training. (voted 68Y/45N)

MF: (Phan) proposes to extend the discussion so that three more people can speak for and against it. (voted 51Y/81N)

MP: Resolution# 16 as amended: Minimum Requirement of First Vice President’s Office. (voted 78Y/53N)

RESOLUTION #17: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Support the Adoption of the Genuine Progress Indicator to Measure State Financial Health and to Allocate Resources.

Whereas, as state workers, our work is continually undervalued because our activities, and the results we achieve, can not necessarily be measured in positive financial terms alone; and

Whereas, as state workers, we are often portrayed as a negative cost drain on society instead of assets; and

Whereas, the health of our economy is currently measured by the Gross Domestic Product (GDP); and

Whereas, GDP does not accurately reflect the true state of our economic health or societal wellbeing because it only measures economic transactions regardless of their cost or benefit to society; and

Whereas, the Genuine Progress Indicator (GPI) measure does factor in the positive and negative results of activity and thus provides a more realistic picture of our economic health and general wellbeing as a society (see attachment A); and

Whereas, the GPI would reflect our value as state employees, and promote the funding of our programs for the wellbeing of society in order to raise our economic health indicators; and

Whereas, bills have been introduced in the Minnesota House and Senate to require the inclusion of GPI as the economic measure for state budget forecasts and appropriating money; and

Whereas, a state budget and appropriations based on GPI would greatly favor the work of state employees; therefore,

Resolved, that the MAPE Delegate Assembly directs the Board of Directors and MAPE staff to lobby for and support bills HF 437 and SF1532, or any subsequent bills favorably addressing GPI.

Passed by	Name/Number	Date
Local	Insert information on groups in support of the resolution	
Committee	Membership Committee	
Member	Sharon LeMay, Local 1001	5/21/18
Member	Melissa Wenzel, Local 301	5/21/18
Member	Fran Crotty, Local 301	5/22/18
Member	Jim Pennino, Local 301	5/22/18

Contact Name	Contact E-mail Address	Contact Phone
Enter the name of a person who can answer questions	Sharon LeMay, sharon.lemay@state.mn.us	651-234-7773

Attachment A The components of GPI

Individual components that increase (+) and decrease (–) the value of GPI, are as follows:

- + Personal consumption weighted by income distribution index
- + Value of household work and parenting
- + Value of higher education
- + Value of volunteer work
- + Services of consumer durables
- + Services of highways and streets
- Cost of crime
- Loss of leisure time
- Cost of unemployment
- Cost of consumer durables
- Cost of commuting
- Cost of household pollution abatement
- Cost of automobile accidents
- Cost of water pollution
- Cost of air pollution
- Cost of noise pollution
- Loss of wetlands
- Loss of farmland
- /+ Loss of forest area and damage from logging roads
- Depletion of nonrenewable energy resources
- Carbon dioxide emissions damage
- Cost of ozone depletion
- +/- Net capital investment
- +/- Net foreign borrowing
- = GPI

MP: Resolution #17 is referred to the Government Relations Committee (voted 108Y/19N)

RESOLUTION #18: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

Recruitment as a Central Focus

Whereas, in a post-Janus labor environment, recruitment and retention needs to be one of the top focuses of a local’s leadership; and

Whereas, a local’s leadership is the day-to-day face of MAPE leadership and is intended to serve those represented by the local; and

Whereas, a local with a low membership percentage is an indication of a local’s leadership not meeting the needs of the people they represent; and

Whereas, a continued low membership percentage in a local should allow for a new leadership that better meets the needs of that local; therefore

Resolved, That a minimum local membership threshold of 60% shall be implemented as an indicator of a local’s leadership working in the best interests of those represented by the local, and locals who do not meet this minimum membership requirement shall have a leadership that actively works to improve membership by 1.5% total percentage every three months lest the local’s represented lose confidence in their local’s direction and leadership.

Passed by	Name/Number	Date
Local	Local 801 Board	6/29/2018
Committee		
Member	Andy Trcka, Elizabeth (Leisa) Miller, Ben Torgerson, Bill Leifheit, Simon Cameron, Jim Karna, Adam Benedix, Victoria Hopwood	6/29/2018

Contact Name	Contact E-mail Address	Contact Phone
Jessica Olson	Jessica.C.Olson@state.mn.us	651-366-4070

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
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**ARTICLE VII
REGIONS AND LOCALS**

amended to include **Section 9: Local Membership Improvement**

- A. As an indicator of confidence in local leadership, each local must maintain a minimum membership percentage of 60%. This ensures that a local's leadership is working in the interests of those represented by the local.

- B. Locals with a membership percentage under 60% shall have the local's officers placed under "Membership Improvement Probation" for a term of three months. During this probationary period, local membership must increase by 1.5 percentage points every three months until a membership percentage of 60% is reached. This will be evaluated at the end of the three month period by the local's Business Agent(s).

- C. If local membership has not increased by 1.5 percentage points at the end of the three month period, the local's leadership shall be immediately discharged, and a special election will be held (to be overseen by the local's Business Agent(s) and regional director) to elect new local leadership that will serve for the remainder of the local leadership's term. The new local leadership will be expected to meet the terms of

**ARTICLE VI
REGIONS AND LOCALS**

Section 9: Local Membership Improvement

- A. As an indicator of confidence in local leadership, each local must maintain a minimum membership percentage of 60%. This ensures that a local's leadership is working in the interests of those represented by the local.

- B. Locals with a membership percentage under 60% shall have the local's officers placed under "Membership Improvement Probation" for a term of three months. During this probationary period, local membership must increase by 1.5 percentage points every three months until a membership percentage of 60% is reached. This will be evaluated at the end of the three month period by the local's Business Agent(s).

- C. If local membership has not increased by 1.5 percentage points at the end of the three month period, the local's leadership shall be immediately discharged, and a special election will be held (to be overseen by the local's Business Agent(s) and regional director) to elect new local leadership that will serve for the remainder of the local leadership's term. The new local leadership will be expected to meet the terms of

this section and increase membership at the same rate.

- D. If a local's leadership is discharged under this section, the local's Business Agent(s) and Regional Director will serve as the interim leadership until the special election. Local stewards are encouraged to assist the interim leadership.
- E. If local membership has increased by 1.5 percentage points at the end of this three month period, Membership Improvement Probation shall be renewed for another three month period with the same improvement expectations as outlined above.
- F. Once local membership is at or above 60%, Membership Improvement Probation shall end.

**ARTICLE VIII
ELECTIONS AND VACANCIES**

Section 1. Eligibility.

A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:

amended to include: 10. not have been discharged within the past two years under the terms of Local Membership Improvement section

Section 2. Elections

C. Local Elections. Voting in local elections shall be by secret ballot by MAPE members. Officers' terms shall be two years and until a successor is

this section and increase membership at the same rate.

- D. If a local's leadership is discharged under this section, the local's Business Agent(s) and Regional Director will serve as the interim leadership until the special election. Local stewards are encouraged to assist the interim leadership.
- E. If local membership has increased by 1.5 percentage points at the end of this three month period, Membership Improvement Probation shall be renewed for another three month period with the same improvement expectations as outlined above.
- F. Once local membership is at or above 60%, Membership Improvement Probation shall end.

**ARTICLE VIII
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Section 1. Eligibility.

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10. not have been discharged within the past two years under the terms of Local Membership Improvement section

Section 2. Elections

C. Local Elections. Voting in local elections shall be by secret ballot by MAPE members. Officers' terms shall

<p>elected <u>unless discharged under the Local Membership Improvement section</u>. Terms of Delegate Assembly delegates and alternate delegates shall be one year. Local officers shall be elected biannually in the year their Regional Director is not being elected. Officers of newly formed Locals shall be elected and shall serve until the normal expiration date of other Local officers in their Region.</p>	<p>be two years and until a successor is elected unless discharged under the Local Membership Improvement section. Terms of Delegate Assembly delegates and alternate delegates shall be one year. Local officers shall be elected biannually in the year their Regional Director is not being elected. Officers of newly formed Locals shall be elected and shall serve until the normal expiration date of other Local officers in their Region.</p>
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What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies. D. Vacancies in Statewide Offices. When the office of statewide President or First Vice President becomes vacant, the office shall be filled by automatic succession of the First Vice President(s), and the vacancy is then in the office of Second <u>First</u> Vice-President.</p> <p>Enter the language your are amending or proposing</p>	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies. D. Vacancies in Statewide Offices. When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the First Vice President, and the vacancy is then in the office of First Vice-President.</p> <p>Enter the resulting language .</p>

What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 2. First Vice President. The First Vice President shall preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance. After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee. The First Vice President shall chair the Job Action Committee. The First Vice President shall perform other duties as directed by the President or Board of Directors.</p>	<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 2. First Vice President. The First Vice President shall preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance. <u>A minimum qualification of this office is one year of Chief Steward experience.</u> After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee. The First Vice President shall chair the Job Action Committee. The First Vice President shall perform other duties as directed by the President or Board of Directors.</p>

Out of Order: Resolution #18 Recruitment as a Central Focus

RESOLUTION #19: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

SUPPORT THE MINNESOTA HEALTH PLAN

Whereas, healthcare costs continue to rise for MAPE union members and healthcare negotiations will be increasingly difficult for future contracts; and
Whereas, MAPE members will continue to see healthcare costs rise throughout the length of their careers in the current health system; and
Whereas, the healthcare costs in the United States are the most expensive of every other industrialized nation and the implementation of a single payer healthcare system would dramatically decrease costs; and
Whereas, Canada’s single payer healthcare system costs half as much per capita as the United States’, with better health outcomes and higher life expectancies; and

Whereas, the Minnesota Health Plan would remove healthcare from our contracts and set up a single payer healthcare system for all Minnesotans; and
 Whereas, the Minnesota Health Plan would dramatically improve the lives and finances of MAPE union members; therefore it is important that MAPE advocates for the Minnesota Health Plan for the wellbeing of the union and its members.
Resolved, That MAPE publically supports and advocates for the passage of the Minnesota Health Plan.

Passed by		Name/Number	Date
Local		Insert information on groups in support of the resolution	
Committee		Membership Committee	
Member	X	Stuart Orłowski, Gail Carlson	06-13-2018

Contact Name	Contact E-mail Address	Contact Phone
Stuart Orłowski	stuartorłowski@gmail.com	612-900-7570

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies. D. Vacancies in Statewide Offices. When the office of statewide President or First Vice President becomes vacant, the office shall be filled by automatic succession of the First Vice President(s), and the vacancy is then in the office of Second <u>First</u> Vice-President.</p> <p>Enter the language your are amending or proposing</p>	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies. D. Vacancies in Statewide Offices. When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the First Vice President, and the vacancy is then in the office of First Vice-President.</p> <p>Enter the resulting language .</p>

MP (Church): Resolution #19- referral of this resolution to the GRC. (voted 102Y/26N)

**RESOLUTION #20: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION
POSTING GOVERNING DOCUMENTS FOR POLITICAL ACTION
COMMITTEE**

Whereas, the MAPE Political Action Committee (PAC) exists to represent the *interests* of and strengthen the voices of MAPE membership; and
 Whereas, the PAC is voluntarily funded by MAPE members; and
 Whereas, members of the PAC should be accountable to MAPE membership; and
 Whereas, in the interest of transparency the governing documents of the PAC should be available to MAPE membership; therefore;
Resolved, the Delegate Assembly directs the Political Action Committee to post its governing documents on the MAPE Action page of MAPE’s website no later than January 1, 2019. Financial and budget documents need not be included, unless otherwise directed by the MAPE Board of Directors.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Angela Byrne Stacy Miller	6/29/18

Contact Name	Contact E-mail Address	Contact Phone
Angela Byrne	angela.byrne@state.mn.us	651-539-1820
Stacy Miller	stacy.miller@state.mn.us	651-539-1859

MP: (Pedretti) Resolution #20 be postponed indefinitely (voted 91Y/40N)

RESOLUTION #21: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

ELECTIONS FOR POLITICAL ACTION COMMITTEE MEMBERS

Whereas, the MAPE Political Action Committee (PAC) exists to represent the *interests* of and strengthen the voices of MAPE membership; and
Whereas, the Political Action Committee is voluntarily funded by MAPE members to act in their interest through the electoral process; and
Whereas, current structure of the MAPE organization does not include governance or guidance for the PAC; and
Whereas, the PAC is a separate, yet tangential, organization to MAPE; and
Whereas, the PAC uses the MAPE name and logo when engaging in electoral work within the State of Minnesota; and
Whereas, the PAC endorses political candidates and encourages members to vote for said candidates; and
Whereas, members of the PAC should have accountability to the MAPE membership; and
Whereas, the Delegate Assembly is MAPE’s highest sovereign body, and thus has the authority to direct the activities of the PAC, therefore;
Resolved, That the Delegate Assembly determines that the Political Action Committee must hold statewide elections for its positions, and directs the PAC and the MAPE Board of Directors to determine the proper timing and rules of such an election by January 1, 2019. If elections rules and an elections timeline are not agreed to by January 1, 2019, the Delegate Assembly directs that all references to the PAC be removed from the MAPE website, and that the PAC will discontinue use of the MAPE name and logo in its activities, until such rules are in place.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Angela Byrne Stacy Miller	6/29/18

Contact Name	Contact E-mail Address	Contact Phone
Angela Byrne	angela.byrne@state.mn.us	651-539-1820
Stacy Miller	stacy.miller@state.mn.us	651-539-1859

What is being amended?	Resulting Language
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ELECTION RULES	ELECTION RULES
Article IV Campaign Support	Article IV Campaign Support
<p>5. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p> <p>6. MAPE Resources. Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.</p> <p>7. Campaign Forums. The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates.</p>	<p>5. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p> <p>6. MAPE Resources. Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.</p>
<p style="text-align: center;">3. <u>Candidate Campaign:</u></p> <ul style="list-style-type: none"> • <u>Candidates for any statewide election will submit a short description of their desire to serve.</u> • <u>Candidates for any statewide election may submit a long description of their desire to serve; including a photograph.</u> • <u>Candidates for any statewide election may create a YouTube or similar recording to be open for viewing.</u> 	<p>7. Candidate Campaign:</p> <ul style="list-style-type: none"> • Candidates for any statewide election will submit a short description of their desire to serve. • Candidates for any statewide election may submit a long description of their desire to serve; including a photograph. • Candidates for any statewide election may create a YouTube or similar recording to be open for viewing. • Candidates may attend local meetings as part of their campaign

<ul style="list-style-type: none"> • <u>Candidates may attend local meetings as part of their campaign for their local only if invited to do so.</u> • <u>Candidates may not attend local meetings, where they are not a member, as part of their campaign for office.</u> <p>8. Distribution List Security. MAPE shall maintain control of distribution lists and related labels. Lists compiled for MAPE purposes are MAPE property. MAPE shall grant equal access to discount distribution permits (when applicable) and distribute literature at the candidates' expense. No other access to MAPE distribution lists for campaign purposes shall be permitted.</p>	<p>for their local only if invited to do so.</p> <ul style="list-style-type: none"> • Candidates may not attend local meetings, where they are not a member, as part of their campaign for office. <p>8. Distribution List Security. MAPE shall maintain control of distribution lists and related labels. Lists compiled for MAPE purposes are MAPE property. MAPE shall grant equal access to discount distribution permits (when applicable) and distribute literature at the candidates' expense. No other access to MAPE distribution lists for campaign purposes shall be permitted.</p>
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MP (Butcher) resolution #21 be postponed indefinitely (voted 96Y/34N)

RESOLUTION 22: 2018 MAPE DELEGATE ASSEMBLY RESOLUTION

VETERANS VACATION ACCRUAL FOR SERVICE RECOGNITION

Whereas, over 90% of veteran employees never heard of the benefit referenced below; and
 Whereas, less than 10% State Employed Veterans received some or any of this benefit; and
 Whereas, every State Employed Veteran receives this vacation accrual benefit and fairly receives all of their military leave time consistently from the approving authority; and
 Whereas, this plain language change eliminates the approving authority denials for various contract language interpretations; and

Whereas, we as a State Employed Veterans ask to be part of the States desire to become Yellow Ribbon Certified <http://mnbtyr.ng.mil/Pages/Yellow-Ribbon-Companies.aspx> ; and

Whereas, we as a State Employed Veterans have been asking for this vacation accrual benefit since 2012 and this will be a good place to start; and

Whereas, we as a State Employed Veterans ask that the approving authority correct this benefit for all State Employed Veterans (Self-Identified or Not); therefore

Resolved,

Length of service credit shall be subject to the following conditions:

1. There must be evidence to establish that the employee was employed by another public sector employer or by a private sector employer in a position directly related to the employee's current State position within four (4) years of the date the State hired the employee, **(waived for Veterans of United States Armed Forces)**; current bargaining unit employees may request consideration for previous employment as described in this paragraph;

Passed by		Name/Number	Date
Local		Insert information on groups in support of the resolution	
Committee	X	Veterans ERG	6/25/2018
Member	X	Name or names of individuals supporting this resolution	

Contact Name	Contact E-mail Address	Contact Phone
Shantia Hutchinson	shantia.hutchinson@state.mn.us	651.431.5761
Bob Cajune	bob.cajune@state.mn.us	651.431.5687
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Reggie Cook	reginald.cook@state.mn.us	
Tim Tabor	timothy.tabor@state.mn.us	651-366-3852
Roy Blanke	roy.blanke@state.mn.us	651-366-3427
Joseph Mohelsky	joseph.j.mohelsky@state.mn.us	218.565.6000
Todd Center	todd.s.center@state.mn.us	218.565.6161
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Tony Meyer	tony.a.meyer@state.mn.us	651.431.4566
Dennis Stevenson		
Nicole Evans	nicole.s.evans@state.mn.us	
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Jeffrey Gunther	jeffrey.gunther@state.mn.us	651-361-7200
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John Carlson		
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Jerald Bottcher	gerald.bottcher@state.mn.us	651.201.1179
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David Chapa	david.chapa@state.mn.us	651.431.2285
Lisa Dreifke	lisa.x.dreifke@state.mn.us	651.431.6289

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Nicholas Elijah	nicholas.elijah@state.mn.us	218-849-3578
Cameron Leslie	cameron.leslie@state.mn.us	651-201-2582
Michelle Wilson	Michelle.M.Wilson@state.mn.us	651-431-6173
Roger Nord	roger.nord@state.mn.us	651.431.2216
Kelsey Besse	kelsey.besse@state.mn.us	651.431.2806

Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language																
<p>ARTICLE 10 - VACATION LEAVE Section 2. Accruals Page 20</p> <p>Section 2. Accruals. All eligible employees shall accrue vacation in accordance with the following rates:</p> <table border="0"> <tr> <td>Length of Service Requirement</td> <td>Rate Per Full Payroll Period</td> </tr> <tr> <td>0-5 years</td> <td>4 working hours</td> </tr> <tr> <td>After 5-8 years</td> <td>5 working hours</td> </tr> <tr> <td>After 8-12 years</td> <td>7 working hours</td> </tr> <tr> <td>After 12-18 years</td> <td>7 1/2 working hours</td> </tr> <tr> <td>After 18-25 years</td> <td>8 working hours</td> </tr> <tr> <td>After 25-30 years</td> <td>8 1/2 working hours</td> </tr> <tr> <td>After 30 years</td> <td>9 working hours</td> </tr> </table> <p>At the discretion of the Appointing Authority, employees who are hired into State service from another public sector employer, including the United States Armed Forces, or from a private sector employer in a position directly related to the employee's current State position, and who were in a vacation eligible position with that employer may be granted length of service credit in an amount up to the length of time employed by the previous employer. Length of service credit shall be subject to the following conditions:</p>	Length of Service Requirement	Rate Per Full Payroll Period	0-5 years	4 working hours	After 5-8 years	5 working hours	After 8-12 years	7 working hours	After 12-18 years	7 1/2 working hours	After 18-25 years	8 working hours	After 25-30 years	8 1/2 working hours	After 30 years	9 working hours	
Length of Service Requirement	Rate Per Full Payroll Period																
0-5 years	4 working hours																
After 5-8 years	5 working hours																
After 8-12 years	7 working hours																
After 12-18 years	7 1/2 working hours																
After 18-25 years	8 working hours																
After 25-30 years	8 1/2 working hours																
After 30 years	9 working hours																

1. There must be evidence to establish that the employee was employed by another public sector employer or by a private sector employer in a position directly related to the employee's current State position within four (4) years of the date the State hired the employee, **[waived for Veterans of United States Armed Forces]**; current bargaining unit employees may request consideration for previous employment as described in this paragraph;
2. The employee must have been in a vacation eligible position with the previous employer;
3. The employee must provide the necessary documentation demonstrating his/her previous vacation eligibility status;
4. The amount of the length of service credit granted is at the discretion of the Appointing Authority.

The only language change we propose is in bold and highlighted in yellow above. We believe this will finally provide our veterans the necessary ability to receive this very needed and deserved benefit. According to the U.S. Department of Labor the average per hour cost for Vacation to the employer is \$1.10 per hour in our region - see reference below. A small sacrifice for our state employed veterans.

https://www.bls.gov/regions/midwest/summary/blsummary_minneapolis.pdf

Employer costs per hour worked for wages and selected employee benefits by geographic division

Private industry, December 2017	West North Central (1)	United States
Total compensation	\$30.30	\$33.72
Wages and salaries	21.11	23.47
Total benefits	9.19	10.25
Paid leave	2.01	2.36
Vacation	1.10	1.22
Supplemental pay	0.93	1.28
Insurance	2.64	2.70
Retirement and savings	1.17	1.29
Legally required benefits	2.43	2.62

(1) West North Central includes IA, KS, MN, MO, ND, NE, and SD.

Source: U.S. BLS, Employer Costs for Employee Compensation.

https://www.bls.gov/regions/midwest/summary/blsummary_minneapolis.pdf

MP (Butcher) Resolution #22 be referred to the Negotiations Committee. (voted 119Y/12N)

Finance Committee 2019 Budget Presentation

Todd Maki, Statewide Treasurer with Finance Committee Members

MP: Finance Committee 2019 Budget (voted 120Y/2N)

MSP (Souther) proposes that the Board of Directors direct the MAPE Building Corporation to conduct a study to determine how much it would cost to renovate the first floor of the MAPE building into a meeting space. The study will be reported to the Board of Directors. (voted 97Y/22N)

3:00 p.m.

Special Guest

John Westmoreland, AFSCME Executive Director

ADJOURNMENT: 3:24