

MAPE Board of Directors
April 20, 2018
8:30 p.m. – 4:30 p.m.
3460 Lexington Ave. No.
Minneapolis, MN 55403

Final

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

Present: President Chet Jorgenson, 1st VP (Vacant) , 2nd VP Joan Treichel (Absent), Treasurer Todd Maki, Secretary Samsam Abdalla, Darci Wing (Reg. 1), Kassie Church (Reg. 2), Celi Haga (Reg. 3), Lee Sullivan (Reg. 4), John Bower (Reg. 5), Melanie Burns (Reg. 6), Ellena Schoop (Reg. 7), Mark Dreyer (Reg. 8), Stephanie Meyer (Reg. 9), Ken Kalamaha (Reg. 10), Mary Rock (Reg. 11), Terry Nelson (Reg. 12), Lois Tucke (Reg. 13), Doreen Hernesman (Reg. 14), Bryan Kotta (Reg. 15), Scott Rood (Reg. 16), Mike Terhune (Reg. 17), Tim Beske (Reg. 18), Jerry Jeffries (Reg. 19), John Ferrara (Reg. 20), Marcia Bierschenk (Reg. 21)

Absent:

Guest: Lina Jamoul

Meeting called to order at 8:30 a.m. by President Jorgenson.

MSP (consensus) to adopt the Agenda as amended.

Treasurer's Report

Funding for Elections Committee

- **(MSP)** (Maki) Motion from finance committee to pass
- \$2000 undesignated reserves
- Election committee will like to meet to pass Bilaws

(MSP) (Maki) \$3000 increase election budget

Financial Report

Funding Coalitions budget line item to help unions on strike

- Money will be pulled from Undesignated reserves
- **(MSP)** (Rood) \$2000 to put from undisngated reserves into coalititons

(MSP)- (Church- giving \$1000 Teamsters local on strike

(MSP)- (Rood) to change lowering oklaoma teachers into a \$1000 (All in Favor)

Secretary's Report

DRAFT Executive Committee Meeting Minutes:

- April 6, 2018

2nd Vice President's Report

Membership Report

- We are over 70%
- Fee Payer/Member Reports
- Recruits

1st Vice President's Report

Grievance Report

ERC Update

- No Appeals
- Next meeting is one May 17 for ADA training and Janus 1-3:30
- RSVP

Communications

Opportunities and Strategic Planning

President's Report

- Discussed Report prepared by organized BA's for meet and confer committee
- Jeffries agreed to present on Meet and confer
- Seeking feedback to create stronger committees
- Denise Cartner will discuss unions and upcoming elections
- Advertising will increase for the Governor's Race and substantial money will be requested

Staff Reports

Executive Director and Staff

- Won in Arbitration
- Contract passed
- Ledge Action
- Pensions
- Opposing the anti labor

Update on Janus and Janus preparation

Bylaw changes because of Janus

Statewide Committee Reports and PAC

Unfinished Business

OPEIU contract review and vote

- **MSP** (Jamoul)-Executive Committee to extend staff union contracts for 2 Years
amoul

Elections timetable

- 8 Documents to submit personal packet information to nominees
- Planning to submit via email to reduce ballots through the mail
- 10,000 eligible voters
- **MSP** (Jeffries) motion to amend special election timeline

Regional Local Timeline

Regional Elections Electronic

MSP (Jeffries) to Approve Regional Elections timeline

9:30 MAPE Restructure Committee small group breakouts

- Structure that is geared for action
Agiaite. Legisitlate. Vote
Political and organizing councils

10:50 Report out on Board Restructure Committee

11:00 Recommendations from Grant Subcommittees; and, Policy change proposals

- **MSP**-(Church) subcommittee \$100, 000 Minnesota DFL to elect labor friendly canidattes and hire staff and other various projects.
- **MSP**-(Church)-Grant number 2

11:30 Member comments

- Thu Phan presented

Schoop discussed organizing subcommittee grant recommendations

MSP (Schoop) for the untold story event \$1500

MSP (Schoop) 20,000 approve contingent on funds spent to date

MSP (Schoop) membership committee recruitment \$8, 681

MSP (Schoop) to remove the actual dates on the policy

MSP(Schoop) to Amend the dates and/or approve the policy as is for October 29th and the request is \$10,000 or less.

Proposal to print 5000 contracts (see executive committee minutes)

- Last time only 9 contracts were printed
MSP (Schoop) 400 spirals and 5000 regular contracts

AFSCME resolution on exclusive collective bargaining

- **MSP** Jamoul Approved AFSCME resolution on exclusive collective bargaining

Retiree assistance in MAPE restructure bylaw and policy drafting

- Retiree will be treated as Independent contractor

Proposal for Board to meet Sept 21, 2018

- Funds will need to be configured
- Motion (Maki) to amend to add \$14000 from undesignated reserves
- Motion (Rood) to amend it to \$17,000
- **MSF** to hold meeting on Sept 21, 2018 (Denied)

Back pay because of contract approval for lost time

- MP Finance committee is making recommendation not to pay back pay
- MP Todd To Suspend the reimbursement policy
- MSD Rood to issue back pay to the executive committee (Denied)
- MP Finance committee is making recommendation not to pay back pay.
- To not reimburse people for back pay
- Back to the default position to MAPE to issue back pay.

MSP (Treichel) against the motion for MAPE issue back pay for anyone with an amount of \$20 or more (Rule out of order).

MSP (Church) to add an option for anyone willing to opt out.

1:30 Jammoul Presented on Janus Preparedness

- Discussion about how to boost engagement and Board committed to organize Blitz to increase membership.

2:14 PAC presentation by Kathleen Powder

- Discussed Gubernial race

2:40 Hiring director of member engagement development and organizing

Entered into Executive session

MSP (Mike) exist out of executive session

MSP to maintain leads and not hire a director of member engagement development and organizing.

New Business

Proposal to print 5000 contracts (see executive committee minutes)

Elections timetable

Back pay because of contract approval for lost time

Board training

Board Code of Conduct

Scholarship policy rescind

Judicial

Region Reports

Committee Reports

Correspondence

Board Stewards' Report

Meet & Confer Reports – Included

Next Board Meeting(s) May 18, 2018

Good & Welfare

Standing Rules:

Time Certain Adjournment: No later than 4:30 PM.

Extensions in 1/2 hour increments, require a 2/3 vote to extend.

Debate is limited to 3 speakers for and 3 speakers against the motion on the floor.

To amend or rescind 2/3 vote is required. Majority required for suspension.

Please bring any carryover items back with you each month as they will not be reproduced.



April 12, 2018

To: MAPE Board of Directors and all Local Officers

Re: 2018 Regional and Local Elections

The official announcement of the 2018 Regional and Local Elections is shown below. Please be aware of the voting requirements and options stated in the MAPE Election Rules (Article VII):

- Regional elections shall be hybrid elections.
- Regularly scheduled local elections shall be hybrid elections or at a meeting. Changing the method of balloting from hybrid elections to at a meeting, or vice versa, requires a membership vote by the method used in the previous election.

Locals will not be charged for administering or conducting the costs of regularly scheduled elections, regardless of whether they are hybrid or at a meeting.

OFFICIAL ANNOUNCEMENT OF 2018 REGIONAL AND LOCAL ELECTIONS

For electronic (hybrid) elections, nominations will open on April 25, 2018 and will close on May 25, 2018. Voting opens on June 29, 2018 and closes on July 20, 2018. Ballots will be tabulated at the MAPE Central office in accordance with the Election Rules, no later than July 25, 2016.

Local elections held at a meeting must follow the 2016 Election Timetable found on the MAPE website (<https://www.mape.org/my-mape>).

Members must send their nominations for local positions to their local election committee. Each local must select their local election committee by the time nominations for offices open (April 25). Please send the name and email address of your local election committee's contact person for the upcoming elections to Paul Schweizer (pschweizer@mape.org).

EVEN-NUMBERED REGIONS

- **REGIONAL DIRECTOR POSITION:** A Regional Director must be a member of the Region s/he serves. The term of this office is two years.
Duties of a Regional Director include, but are not limited to:
 - Gathering concerns and interests of people s/he represents
 - Making policies that reflect her/his constituents' interest
 - Performing other duties as assigned by the Board of Directors in accordance with the Board's policies
 - Disseminating information regarding status of MAPE and newly enacted policies as well as standing policies of MAPE
- **DELEGATES & ALTERNATES** to serve at the annual Delegate Assembly (Saturday, September 15, 2018).
Each Local is guaranteed at least one Delegate and one Alternate. The first Delegate shall be the Local President.
In electing Delegates, each Local shall ensure the overall delegation is balanced and representative of the entire Local.
- **REGIONAL NEGOTIATIONS TEAM REPRESENTATIVE**
The Negotiations Committee (Team) negotiates our contract with the administration. During contract negotiations, this committee requires a significant commitment of time and focus. The Bylaws were amended at the 2017 Delegate Assembly, providing that Regional Directors may not be elected as negotiations representative.

ODD-NUMBERED REGIONS

- **LOCAL OFFICER POSITIONS:** The terms of these offices shall be two years.
 - **PRESIDENT:** conduct the affairs of the Local and preside at Local meetings. The President shall be a member of the Local Presidents Committee.
 - **VICE PRESIDENT:** preside at Local meetings at which the President is not in attendance and shall chair the Local Job Action Committee.
 - **SECRETARY:** maintains a record of the Local's proceedings.
 - **MEMBERSHIP SECRETARY:** maintain a record of the Local's membership records and promote member recruitment, retention, and involvement.

- **TREASURER:** responsible for any funds directly received or disbursed by the Local, and shall maintain a record of the Local's financial transactions.
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 In electing Delegates, each Local shall ensure the overall delegation is balanced and representative of the entire Local.
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Please refer to the MAPE website (<https://www.mape.org/my-mape>) to view the 2018 Election Timetable and Toolkit.

Please Note: You must be a member by June 15, 2018 to be eligible to vote.

Thank you,

MAPE Statewide Elections Committee

Robert "Bubba" Aguirre: Robert.Aguirre@state.mn.us

Mary Welliver: welliver@brainerd.net

Benjamin Stoebner: benjamin.stoebner@state.mn.us

Christopher Cimafranca: Christopher.Cimafranca@state.mn.us

Mike Landers: mikel7_8@msn.com <https://www.mape.org/my-mape>



Public Affairs and Communications
April 2018 – Board Report

Janus v AFSCME

The communications team continues to work with other Public Sector Union Alliance communicators on preparations on the “Building Better Lives Together” digital ad campaign to show how unions are building better lives for their members, families and communities. The union communicators are now preparing joint statements and planning social media campaigns for the day the *Janus v AFSCME* decision is announced. MAPE communicators have prepared a three-part video series with an overview of the *Janus* case and actions MAPE is taking to prepare for the verdict, along with a Q & A about the case.

Text for legislative updates

Want to get texts about legislative updates? Text “LegAction” to 55000. We will periodically provide members updates on things happening around the capitol that impact state workers.

Legislative update

Right now as we await the budget numbers to be released from the majorities in the legislature, MAPE’s focus has turned to getting emails into legislators on the pension reform legislation. Senate File 2620 (Rosen), the pension reform bill, was heard on Monday, March 19th in the Senate State Government Finance and Policy and Elections Committee and on Thursday March 22nd in Senate Finance. Both committees passed the bill unanimously. On March 26th, the Senate floor passed the bill by a vote of 66-0.

However, the House companion, H.F.3053 (O’Driscoll) has not moved, and we encourage everyone to email legislators and encourage them to hold hearings and pass this bill in the House without any amendments attached to it. So far, over 110 members have emailed legislators through MAPE’s Action web page.

This pension legislation is the largest piece of pension reform in the State’s history. This bill will not only stabilize the retirement plans but help ensure solvency well into the future. The shared sacrifices in this bill will stabilize the retirement fund providing benefit reforms worth \$6.1 billion over a 30-year period.

The reforms in this bill include financial commitments from the State of Minnesota totaling \$2.1 billion. Each additional employer/state dollar contribution results in \$2.90 in savings from employee contributions and benefit reforms.

The state’s general retirement plan is funded at 78 percent due to retirees living longer and lower than expected investment returns in 2017. To compensate for the funding deficiency, the Legislative Commission on Pensions and Retirement (LCPR) is recommending measures in this legislation that include:

- *Elimination of subsidies in the calculation of early retirement benefits.*
- *Changes in actuarial assumptions for investment rate of return from 8 to 7.5 percent.*
- *Elimination of deferred augmentation or interest paid to a retiree who postpones retirement benefits until a later age.*
- *Elimination of the COLA until a retiree reaches normal retirement age.*
- *Reduce COLAs for retirees from 2 percent to 1 percent for five years and 1.5 percent thereafter.*
- *Contribution increases of .5 percent in 2019 and in 2020 for employees and .75 percent each of the two years for employers. Correctional plan employees will see a .5 percent increase while the employer will experience a 6 percent increase spread over the next four years.*
- *Resetting the amortization period to 2048.*

Anti-labor bills receive hearings and move forward

This legislative session has not been without its attacks on labor. Here are some pieces of legislation authored as attempts to minimize labor, insert the legislature into the bargaining process or eliminate influence labor has in representing their workers.

At the time of this report, the legislature is on the verge of releasing budget targets for every finance division in the legislature. We expect that these divisions will propose cutting across the board in-order-to pay for their priorities. These targets will be finalized in omnibus bills that will include anti-labor things including paying executive branch employees increases solely based on subjective performance reviews. These reviews could result in a pay decrease as well.

We will likely see a provision requiring full legislative ratification of proposed collective bargaining agreements and enactment into law. This would require all state contracts to be signed into law to take effect. This is in response to last year's special session where the legislature attached preemption to the Minnesota Government Engineers Council contract and the paid parental leave (PPL) MOUs. The bill was vetoed by Governor Mark Dayton, but both the contract and the PPL went into effect because negotiated agreements need only legislative approval. Under this language, the contract would not be implemented.

Another piece of legislation that we expect to show up will prevent exclusive representatives from requiring political contributions and the employer from collecting those dues. While public employee unions are currently prevented from contributing money that is spent politically if they do not agree to it through a PAC contribution or becoming a member, this legislation prevents the employer from collecting dues that may be used for this purpose. Unfortunately, this could include lobbying expenses, leaving employees underrepresented throughout their work day.

Stay in touch with the texting or web site posts to watch how the budget proposals may impact your jobs and agencies as they are released. We will also provide input into what gets included in the final omnibus bill.

Contract approval heats up website

MAPE's website was a red-hot place during the legislative approval process for our 2017-19 contract.

During a span of six MAPE News newsletters, our website registered nearly 40,000 hits. Stories on our website included legislative updates dealing with action to approve a clean contract bill, as well as anti-labor forces trying to move forward with their measures to damage the negotiation process and workers' rights.

Website posts included state Senate committee approval and floor passage, state House passage and Gov. Mark Dayton's signature on the clean contract bill. We also posted answers to members' contract questions and kept members updated on the progress of pension reform legislation.

Leading the website activity was MAPE's March 28th newsletter (titled, "Contract approved! Raise, back pay info") with nearly 15,000 hits. That's a record for MAPE News by 3,000 visits, eclipsing the old single-issue mark of 12,000 visits in June of 2015. The runner-up newsletter on April 4 ("Pension reform, contract questions") attracted more than 6,100 hits.

MAPE's website has recorded more than 95,000 visits this year, with 48,000 of those unique.

Contract

More than 1,100 state workers braved windy, 20 degree temperatures to support MAPE's Contract for Minnesota and have their voices heard at the Capitol on Feb. 20, over 1300 legislative letters were written to legislators, more than 50 twitter videos were produced, edited and tweeted out, nearly 150 members participated in MAPE's Day on the Hill, and we successfully passed a contract before the legislative Easter break. Staff assisted in the planning and countless hours of work to make all of those a success. Work included prepping speakers, writing, creating materials, media outreach, legislative planning, coordinating speakers and helping operationalize the events.

Day on the Hill

The public affairs and communications team planned MAPE's Day on the Hill event on March 21. The team garnered interest for the annual event through website and social media posts, scheduled legislative meetings for nearly 150 members, wrote talking points outlining the union's legislative priorities for members to use during their meetings and consolidated 1,200 member-written letters to legislators and helped deliver them to lawmakers.

Contract copies

Now that the legislature has approved MAPE's new tentative agreement, staff are proofing the contract and updating the index at the back of the contract, taking into consideration new provisions and additions and deletions to current language. Staff create the final document and coordinate the printing of all contracts for MAPE and MMB. We expect copies to be available for distribution before the end of May.

Anti-Bullying

MAPE's Anti-Bullying Task Force met in March and reviewed the new committee grant process and talked about measurable goals for the task force's future. We've been documenting suggested changes to the Respectful Workplace Policy and are considering next steps to ensure the proper and complete rollout of the statewide training.

DNR survey

The Anti-Bullying Task Force is preparing to release a formal report from the statewide survey of DNR members. Results from the report are not surprising based upon what we know about bullying in the workplace. The results should create a foundation for an ongoing conversation with top agency leadership about how they plan to address the serious concerns had by a majority of DNR staff. A meeting has been set with the Deputy Commissioner, HR Director and MAPE leadership at DNR to review the report and request a meeting with the commissioner. The report will hopefully serve as a catalyst for a serious and thoughtful response from agency leadership.

Second steward video

The task force has released its second steward training video. This video is on retaliation towards those who have filed a Respectful Workplace Policy complaint.

Addressing and preventing retaliation

For stewards assisting members filing a complaint under the Respectful Workplace Policy, we know that retaliation is a serious concern. A short video has been produced with tips on how to prevent retaliation before it starts, or how to address any retaliation, which is prohibited by the Respectful Workplace Policy. Watch here:

<https://youtu.be/CDeEhbtYWAI>

Metro State MAPE members host collaborative Union Day event

MAPE members helped organize a panel discussion titled, "Unions in the 21st Century: Preparing for a Post-Janus Reality." Three experts on the labor movement presented to a crowded room filled with union members eager to learn more about the future of their bargaining units. The two-day celebration of unions in the workplace was organized by the Metropolitan State Bargaining Unit Group, consisting of five unions on campus. Communications staff covered the event and wrote a story published on the website. Read more about the event here: www.mape.org/mape/news/unionday

PAC endorsements

On Tuesday, April 3rd, the PAC announced their unanimous endorsement of Congressman Tim Walz for Governor and Rep. Peggy Flanagan for Lt. Governor in the upcoming statewide election. The decision was made after careful consideration on the strength of the campaigns, performance at caucuses, delegate commitments, their performance in the straw polls at the December gubernatorial forum, their support of MAPE issues, fundraising, and ability to match up to the GOP candidates.

The public affairs and communications team worked closely with the Tim Walz-Peggy Flanagan campaign to announce MAPE's endorsement of Walz for governor. In addition to sending out a press release and notifying media, members were very engaged via social media about the endorsement.

MAPE is hosting a meet and greet with both Walz and Flanagan for members to learn more about their campaign on April 20th from 3:00pm-5:00pm at the Radisson Hotel in Roseville.

Membership Survey

MAPE's communications team worked with researcher Emma White and an internal MAPE group overseeing the 2018 Membership Survey. The team drafted remarks for speakers participating in the March survey call and worked with Beth Paris to develop PowerPoints for locals requesting data specific to their members.

FINAL