BOARD OF DIRECTORS MEETING
July 20, 2018
3460 Lexington Ave N, Shoreview, MN 55126

Final

Present:
President| Chet Jorgenson| 1st VP Thu Phan | 2nd VP Joan Treichel | Treasurer Todd Maki,|
Executive Team | Secretary| Samsam Abdalla |

Present:
Regional Directors

Board Absentee
Region 04, 06, 11, 20
Substitutes:
Reg 11: Jessica Raptis
Reg 20: Ben Nagal,

8:30 a.m.
Call to Order/Roll Call/Announcements/Housekeeping/New Local Officers/Retirements

Adoption of Agenda
- MSP (Dryer) Approved the adoption of the agenda

Minutes:
- MSP (Nelson) to approve BOD Meeting Minutes April 20, 2018 and May 18, 2018
- MSP (Wing) to approve BOD Meeting Minutes June 15, 2019
- MSP (Dryer) to approve BOD Meeting Minutes March 15, 2018

- Officers that Stepped Down:
  Region 7: Barbara Clark stepped down as President and Dennis Billstrom stepped down as Vice President because he stepped up as President

2nd Vice President’s Report (Treichel)
Membership growth
June 2018  Marcia Bierschenk, Local 2101  12 members
Local 2101 – 31 new members
Total members: 10,870 72.8%

Treasurer’s Report (Maki)
- Discussed the 2019 Budget Proposal.
- Discussed tech task force should make recommendations regarding the Board's Computers.
- We will finalize at the next Board meeting and then present our recommendation at the Delegate Assembly.

**Secretary's Report (Abdalla)**

- DRAFT Executive Committee Meeting Minutes approved.
  - June 1, 2018

**10:00 Post Janus Review (Jamoul and Treichel)**

- Reviewed the Supreme Court decision and discussed the facts, issues, holding, reasoning and dissent and implications for MAPE.
- Reported on member reactions and the effect that the Janus decision has had thus far.
- Discussed talking points for recruiting members post Janus and the importance of relational organizing and telling member stories.

**Membership Growth:**

- **Janus Day 6-27-2018**
  - MAPE members: 10,513 non-members: 4,290
- **2017-** January to July - Recruited 715 members
- **2018-** January to July – Recruited 1,277 members
  - Growth since Janus in the last two weeks we have added 357 new members
  - As of July 20, 2018 MAPE is at 10,870 members: 72.8%

**11:30 Member Comments**

- No member comments

**1:00-3:00 Diversity & inclusion Training**

- Crystal Fairchild presented on diversity, equity and inclusion
- [https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story](https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story)

--------------------------------------------- Executive Session-----------------------------------------------

**MSP (Meyer)** Request the Board to authorize the hiring of the next Business Agent position by phone

**1st Vice President’s Report (Phan)**

- Few takeaways from the July 16, 2018 ERC meeting for me were: (1) everyone was engaged, (2) everyone’s vast knowledge and experience, (3) we can request the information that’s in our supervisor’s files via the data practices act, (4) anti-union propaganda, and (5) agencies are not consistent with their practices.

- ERC members had action items that will need to accomplish before the next ERC meeting.

**Steward and Chief Steward Development:**

1. Kathy Fodness wants ERC members' feedback on affirmation form.
2. Steward Assessment will be emailed to everyone prior to the September 14, 2018 ERC meeting.

**Grievance Review:**

1. Nell Nere of Local 101 asked us if everyone could review their agency's policy on placing letters of expectation in personnel files. This may be a Meet and Confer issue for some locals.
**Basic and Advanced Steward Trainings:**
1. Please let your local(s) know that we will be offering the Basic Steward Training on August 3rd and November 2nd. The Advanced Steward Training will be on October 5th. We will be offering a regional Basic Steward Training in Region 19 on September 9th. Nearby locals may attend Region 19 Basic Steward Training.

**Steward Materials on MAPE.org:**
1. What essential information/fact sheets about the MAPE Contract do you want everyone to know that should be online?
2. Should we have videos to explain the basics of an investigation, grievance, Weingarten rights, 7 tests of just clause, duty of fair representation, and/or organizing around workplace issues?
3. What else should be online that your fellow stewards/chief stewards would find beneficial to grow as stewards?
4. What other steward/Contract materials should we have online to help members and non-members understand their employment rights in the workplace?

**Other Items:**
1. Chief stewards need help and they all want to have more stewards. How can we better increase steward presence in our locals?

**President’s Report**
MSP (Bower) approved Nominations for the following Meet and Confer Committees:

DEED Meet and Confer:
Maureen Dunaway, Kristin Peterson, Jackie Siepker, Chet Bodin, Andy Given, Angela Christie, Alana Strickler, Jason Wadell, Ted Sitz

MNIT Meet and Confer:

**Staff Reports**
Executive Director Lina Jamoul reminded Board members to thank staff for their excellent work leading up to the Janus decision and the critical first few weeks following the decision.

**New Business**
Elections Committee Report
- Paul Schweizer discussed and presented on the MAPE Operation and Support Services monthly activity for June 2018
- Educational in Political fund Board subgroup reported donating $100,000 to WIN Minnesota

Training on Janus
- Phone meeting for hiring

Goodbye to leaving members
- Celebrated last Board Meeting of elected regional directors (Lee Sullivan, Terry Nelson and Scott Rood) for their time and commitment to the union.

Quarter 3 Grant requests
- **MSP** (Schoop) approve the local presidents community meeting before the DA for $32,553
- **MSP** (Schoop) approve and additional $755 for Diversity Committee for ADA training
- MSP (Dryer) the political subgroup is recommending $9754.72 to the GRC

4:00 Electoral Work
- Discussed the importance of the Board to spear head electoral work and discussed the upcoming August 18, 2018 door knocking event.

Unfinished Business for our next meeting
Restructure Update
Code of Conduct small groups

Next Board Meeting(s) August 17, 2018

Region Reports
Board report back on blitzes and 1:1’s

Correspondence

Board Stewards’ Report

Meet & Confer Reports – Included

Next Board Meeting(s) August 17, 2018

Good & Welfare

Standing Rules:
- Time Certain Adjournment: No later than 4:30 PM.
- Extensions in ½ 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.