



BOARD OF DIRECTORS MEETING

July 20, 2018

3460 Lexington Ave N, Shoreview, MN 55126

Final

Present: Executive Team	President Chet Jorgenson 1 st VP Thu Phan 2 nd VP Joan Treichel Treasurer Todd Maki, Secretary Samsam Abdalla		
Present: Regional Directors Board Absentee Region 04, 06, 11, 20 Substitutes: Reg 11: Jessica Raptis Reg 20: Ben Nagal,	1. Darci Wing 2. Kassie Church 3. Celi Haga 4. Lee Sullivan 5. John Bower 6. Melanie Burns 7. Ellena Schoop	8. Mark Dryer 9. Stephanie Meyer 10. Ken Kalamaha 11. Mary Rock 12. Terry Nelson 13. Lois Tucke	14. Doreen Hernesman 15. Bryan Kotta 16. Scott Rood 17. Mike Terhune 18. Tim Beske 19. Jerry Jeffries 20. John Ferrara 21. Marcia Bierschenk

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 approved 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

----- 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:

Gregg Nauman, Usman Ahmed, Jed Becher, Andrea Morris, Axelina Myhre, Gary Wass, Deb Bergeron, Kassie Church.

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.