

MAPE Board of Directors
January 19, 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 April Kane, 2nd VP Joan Treichel, 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 for Joan Treichel (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: Celi Haga (Reg 3)

Guest:

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

MSP (Dreyer) to approve the November 17 and December 27, 2017 Board of Directors meeting Minutes as presented.

MSP (consensus) to adopt the Agenda as amended.

OFFICER REPORTS

Treasurer's Report (Maki)

- Discussed lost time expense report and wages for travel (Mileage)
- Forms for Board approved expenses will be completed by Statewide Treasurer
- New policy on millage reimbursement effective Jan 1, 2018
- Provided December 2018 Financial Report update (handout)

Secretary's Report (Abdalla)

- Executive Committee Meeting Minutes: December 1, 2017 and January 5, 2018 Executive Committee Meeting Minutes provided as informational electronically.

2nd Vice President's Report (Treichel)

- Monthly Membership Report Update (December 2017)
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- Top Recruiter for the month of December is Gary Preston with 4 new members, locals 601 and 1301 tied with 9 new members Total of 9901 statewide members December 2017

- Encouraged registration for MAPE Recruiting training Jan 26 and 27th at Radisson
- MSP (Treichel) Lost time will be paid on the Friday training if the participant attends both the Friday and Saturday training.
- Board members attending training may use ULV
- MSP (Kalamaha) to allocate \$300 from the Membership fund to acknowledge the top recruiter in MAPE each month with a \$25 gift card

10:00 A.M. TIME CERTAIN: Nicole Juan and Ann Hill, Government Relations Committee (GRC)

Approve the grant to ERC for

Discussed the grant submitted for the Day on the Hill.

- MSP (Church) to approve the GRC grant request for \$14, 200 for Day on the Hill.

Discussed the grant submitted for the February 20 take action rally.

- MSP (Church) to approve the grant request for February 20 take action rally event.

MSP (Ferrea) to approve the grant by \$25,000 to pay lost time to for members traveling from Greater Minnesota (outside seven county metropolitan area)

Bus Transportation for February 20 rally at the Capitol

- **MSP** (Kalamaha)-Motion that every local that is able to fill a 55 person bus, MAPE Central will pay for a second 55 person bus.
- **MSP** (Kotta) to amend the motion to make the second bus at cost.

10:30 A.M. TIME CERTAIN: Ashley Erickson & Nic Frey, The Future of MAPE: Recruitment Matters

- Presented and discussed recruiting and retention efforts during and after Janus and the challenges of a changing work environment.
- Friday 26th XYZ training to reach different generations
- Saturday the 27th- One on One training conversation regarding recruitment
- Over 80 members registered to attend so far with good representation from locals
- Key goal is to have a site Recruiter for all sites, or work areas
- Handout was passed out and with further questions or comments reach out to the presenters.

11:00 A.M. TIME CERTAIN: Muriel Gubasta, Diversity

- Project plan submitted Jan 2018
- Special accommodation for people with disability ADA
- Less able does not mean you are less worthy

MSP (Grant Committee) to fund the Diversity Committee grant request for \$3700

MSF Double funding for program in the fall

01:00 P.M. TIME CERTAIN: Lina Jamoul, February 20 Action: Rally at the Capitol

- Three key strategies for turnout
- Day on the Hill

- Rapid response team for the last three weeks of secession
- Recruiting people for the election.
- Target is 3000
- Capitol complex Leadership Action Team to solidify members for the capitol event was formed for some regions to increase numbers
- Build and use this infrastructure to organize people and grow and build power in future

1st Vice President's Report (Kane)

Seeking stewards and encourages others to increase the numbers in stewards

- Grievance Report.
- ERC meeting was canceled for December and for January

PRESIDENT'S REPORT (Jorgenson)

- Discussion of statewide meet and confer committees
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Opportunities and Strategic Planning

Restructure Committee

- 95 percent proposal complete
- Prepare a roll out during March
- May not be complete by next delegate assembly

EXECUTIVE DIRECTOR REPORT

Meeting with board members, local leaders and external stakeholders individually. Attending local meetings and plan to visit every local. Members are feeling the urgency of getting our contract passed, the urgency of the Janus case, and the election. There is an appetite for action. We can be successful in all these areas if our focus is leadership development

Joan and director will work on report to identify members who has signed the new membership cards
 Meet and confer was discussed as an opportunity for MAPE to continue its efforts and ultimately restructure it.
 Email Chet is interested in creating a criteria

UNFINISHED BUSINESS

Organizing & Political Grants

MSP(Schoop) subcommittee statewide committee

Grant summary:

February 20 action: requested \$2950.00; approved for \$27, 950 – contact Nicole Juan

MNSCU Meet and Confer: requested \$40,000; approved for \$20,000.00 – contact Jerry Jeffries, Nicole Hamilton & Kay Pedretti

Membership Commitment Recruitment: requested \$7500.00; approved \$3,750.. – contact Joan Treichel

Local 601 Coffee Break Recruitment: requested \$4200.00; denied in full – contact Joan Treichel
Anti-Bullying Task Force: requested \$3000.00; approved \$3000.00 – contact Kathy Fodness and Ashley Erickson
Diversity Committee: requested \$3700.00; approved \$3700.00 – contact Muriel Gubasta
Members Committee Meeting: requested \$19,134.00; approved \$8504.00 – contact Joan Treichel
Civic Organizing: requested \$10,000.00; tabled for further discussion by subcommittee – contact Lina Jamoul and Michelle Doheny

Total requested: \$90,484

Total approved: \$66,404

Total remaining for 2018: \$233,596.00

RFP Website (Cody)

Presented on RFP outlining the redesign and rebuild of MAPE'S website

MSP–(Kalamaha) to approve the budget of \$60,000 for the proposal to redesign the MAPE web page and \$150.00 per month fee to perform security updates & bug fixes.

NEW BUSINESS

Legal RFP (Jamoul)

Discussed RFP and legal strategies going forward with the Janus case and the contracts.

Building Corp – Electing Officers

- Adjourn to go into the building corporation meeting

Legislative Priorities

- **MSP (GRC) to approve the 2018 Legislative priorities**

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Conflicts Committee Recommended Policy

- MSP (Dreyer) to approve the change to the MAPE Conflicts Policy



Code of Conduct Policy

Board of Directors Revision Dates: 3/30/2007, 4/16/2010, 4/17/2015

Delegate Assembly Revision Date: 9/23-24/2016

Summary: Guidelines for MAPE Board of Directors, Board of Trustees, stewards, local and statewide officers, and local and statewide committee member conduct.

Related Information:

Policy:

Represented employees expect and deserve ethical and businesslike conduct from their elected and appointed leaders. Proper use of authority and appropriate decorum in group and individual behavior when acting as Board members, stewards, officers and committee members is essential to fulfilling this obligation.

With this understanding, Board of Directors, Board of Trustees, stewards, local and statewide officers, and MAPE local and statewide committee members agree to:

1. Maintain un-conflicted loyalty to the interests of MAPE members. This accountability supersedes any conflicting loyalty such as that to advocacy or interest groups, and membership on other boards or staffs. It supersedes the personal interests of any Board member acting as an individual consumer of MAPE's services.
2. Avoid conflict of interest with respect to their fiduciary responsibility:
 - There must not be self-dealing or any conduct of private business or personal services between any Board member, steward, officer or committee member and MAPE, except where openness, competitive opportunity and equal access to "inside" information can be assured.
 - Board and committee members, stewards and officers shall not use their positions to obtain employment within MAPE for themselves, family members or close associates.
 - Should a Board or committee member, steward or officer be considered for employment by MAPE, they must temporarily withdraw from Board deliberation and voting (in the case of a Board member), and shall be denied access to Board information beyond that available to all applicants.
3. Recognize that no individual Board or committee member, steward or officer has the authority to speak or act on the behalf of the body in interactions with MAPE staff, the public, press or other entities without prior, documented permission from the respective body.
4. Work through the appropriate staff supervisor in the event of a complaint against a MAPE staff person so as to protect staff contractual rights.
5. Will not publicly disclose confidential information obtained during the execution of official duties that could be harmful to MAPE, its officers or its staff.
6. Oppose workplace bullying and work to eliminate its occurrences both within the workplace and MAPE. Workplace bullying refers to repeated, unreasonable actions of individuals (or a group) directed towards an employee (or a group of employees), which are intended to intimidate, degrade, humiliate, or undermine; or which create a risk to the health or safety of the employee(s). Workplace bullying does not include any lawful concerted actions directed against an employer.
7. MAPE officers and stewards are encouraged to disclose to the MAPE Executive Director and MAPE Statewide President any family or business relations with MAPE staff or other officers or stewards with whom they are working directly on MAPE work. For example, a relative representing another relative in a grievance case, or a relative working directly with another relative on a MAPE committee, these examples are not intended to be exhaustive. The MAPE Executive Director and MAPE Statewide President will work to avoid the conflict or appearance of a conflict of interest without discriminating against any

individual.

8. With respect to Board and committee decisions, members who become aware of circumstances that pose an actual or potential conflict of interest must recuse themselves from the decision-making process and take no part in the discussion of the matter or vote. If the member advises the committee or President that he/she wishes to be recused from the decision-making process, the President will honor the member's decision and the recusal will be noted in the record.

March BOD Meeting – Membership Recruitment

MSP (Treichel) to Move the March Board Meeting to Thursday, March 15, and for Board members to conduct a membership blitz

STAFF REPORTS

Public Affairs & Communications Director (Richard Kolodziejski): Written report submitted.

Business Agents: Written report submitted

MSP (Dreyer) to adjourn at 4:30 p.m.

Next BOD meeting scheduled for February 16, 2018

Samsam Abdalla Statewide Secretary

Approved: _____



Local Recruitment Reimbursement Policy

Board of Directors Revision Date: 2/17/2012, 5/16/2014, 2/20/2015

Summary: Local Recruitment Reimbursement

Related Information:

2010 MAPE Delegate Assembly (DA) Resolution “MAPE Membership 2010”

2009 MAPE DA Resolution “MAPE Establish a Goal of 80% Membership”

Policy:

1. Locals may receive up to 240 hours lost time and mileage per year for activities to increase membership

percentage.

2. The MAPE Membership Committee budget will include a line item for reimbursement of members' lost time, and expenses spent on activities to increase the percentage of MAPE members. The reimbursable recruiting activity may be for the benefit of the member's local or another local, but must be approved by two of the benefitting local's officers, one of which must be the President.
3. Appropriate activities may include, but are not limited to:
 - Contacting fee payers to encourage them to become members.
 - Providing training/mentoring to current or potential recruiters.
 - Receiving recruiting training/mentoring.
4. Reimbursable expenses will be recorded on MAPE's standard expense forms, charged to the Membership Committee. Food reimbursement amounts will be allowed per MAPE contract language in Article 18 section 5 sub. D Meal Allowance. MAPE merchandise up to \$20.00 is allowed per fee payer.
5. Once planned, the locals are encouraged to contact the Membership Committee Chair with the planned activity dates. When possible, assistance from the Membership Committee will be made available to the local.

Upon completion of the recruitment activity, the local will share a summary report with the Membership Committee on what did or did not work.