

**2017 Delegate Assembly Resolutions  
Bylaws**



**FINAL**

**MAPE Delegate Assembly**

Millennium Hotel  
1313 Nicollet Mall, Minneapolis, MN 55403  
September 22 and 23, 2017

**Key: M = Motion**

**S = Second**

**P = Passed**

**F = Failed**

**Day 1: Friday – September 22**

7:30 a.m.

**Registration**

Trustees Committee & MAPE Staff  
*Grand Ballroom Entrance*

**Vendor Tables Open**

*Loring (lower level)*  
*Please note: vendors are scheduled until 1:00 p.m.*

8:30 a.m.

**Parliamentary Review (optional)**

*Larry Souther, Constitution & Rules Committee Chair*  
*(First time Delegates and Alternates are encouraged to attend this session)*  
*Grand Ballroom*

9:00 a.m.

(9:10 am called to order) **Delegate Assembly Welcome  
Introductions, Housekeeping & Assembly Open**

**Welcome first time Delegates and Alternates:** *Chet Jorgenson, Interim  
Executive Director and Statewide President*

**Executive Committee introductions / reports:** *Jason Moran, First Vice  
President; Eva Peterson, Second Vice President; Michelle Doheny, Statewide  
Treasurer; and Marcia Bierschenk, Statewide Secretary*

**Parliamentarian introduction:** Pat Reymann

**Staff Introductions:** *Chet Jorgenson, Interim Executive Director and Statewide  
President*

**Credentials Report:** *Joe Sullivan, Trustees Committee Chair*

As of 9:14 a.m., 96 delegates, 2 upgraded alternates, 5 statewide officers, and 21 regional directors, 124 seated out of a possible 138.

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

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**Adopt Rules and Agenda:** *Chet Jorgenson, Interim Executive Director and Statewide President*

- **MP** (Consensus) to adopt the Agenda for the 2017 DA as presented.

**Demonstration and training on voting devices:** *Davia Curran, Member database & IT Specialist*

9:30 a.m.

**Special Guest: Lt. Governor Tina Smith**

- Not able to attend.

9:50 a.m.

**Legal Update**

*Meg Luger-Nikolai, Attorney at Law  
Education Minnesota*

10:15 a.m.

**Break**

**Credentials Report:** *Joe Sullivan, Trustees Committee Chair*

As of 11:23 a.m., 102 delegates, 3 upgraded alternates, 5 statewide officers, and 21 regional directors, 131 seated out of a possible 138.

10:30 a.m.

**Finance Committee 2018 Budget Presentation**

*Michelle Doheny, Statewide Treasurer with Finance Committee Members*  
Treasurer Michelle Doheny and Finance Committee Members

- **MF** (Sant) to amend the budget to reduce the Relational Organizing budget by \$150,000.00 and increase GRC by \$150,000.00 (Vote 29 Y/105 N).
- **MSP** (Schoop) to amend the budget to reduce the Board of Directors budget by \$10,000 (Vote 62 Y/57 N).
- **MF** (June) to amend the budget to move \$50,000.00 from the Education Independent Expenditure Political Fund to the Government Relations Fund (Vote 53 Y/78 N).
  - **MF** (Snaza) to amend the amendment and to move \$50,000.00 from Relational Organizing to the GRC budget (Vote 25 Y/104 N).

12:00 p.m.

**Lunch**

1:00 p.m.

(1:12 p.m.) **Guest Speaker**

*Eliot Seide, AFSMCE Council 5 Executive Director*

1:30 p.m.

**Finance Committee 2018 Budget Presentation** (Continued)

- **MP** (Consensus) to approve the 2018 Budget as amended
- **MF** (Weber) to amend the budget to move \$50,000.00 from the Education Independent Expenditure Political Fund and make it a line item for Day on the Hill (Voted 37 Y/92 N).

**Credentials Report:** *Joe Sullivan, Trustees Committee Chair*

## 2017 Delegate Assembly Resolutions Bylaws

As of 11:55 p.m., 103 delegates, 3 upgraded alternates, 5 statewide officers, and 21 regional directors, 132 seated out of a possible 138.

2:00 p.m.

### Delegate Assembly Business (Resolutions)

#### 1. Term Limits for Directors and State Wide Officers

Whereas, current structure of the organization does not include term limits, and;  
Whereas, term limits ensure new leaders are continuously brought forward and upward, with them; new energy, new ideas, and continual growth, therefore;  
Resolved, that the Constitution be amended to add term limits for the Board of Directors, including Statewide Officers, to limit each office held to three (3) consecutive terms, a total of six, (6) years.

Passed by		Name/Number	Date
Locals	X	401, 701, 1401	6/22/17
Member	X	Lee Sullivan, Ellena Schoop, Eva Peterson	7/5/2017

Contact Name	Contact E-mail Address	Contact Phone
Eva Peterson	<a href="mailto:epeterson@mape.org">epeterson@mape.org</a>	218-735-3144

(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;"><b>ARTICLE IV Structure</b></p> <p>Section 2. <b>Board of Directors.</b> 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. <u>Members of the Board of Directors, including Statewide Officers, shall be limited to 3 consecutive terms in the same position.</u> 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 style="text-align: center;"><b>ARTICLE IV Structure</b></p> <p>Section 2. <b>Board of Directors.</b> 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. Members of the Board of Directors, including Statewide Officers, shall be limited to 3 consecutive terms in the same position. 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>

The Constitution and Rules Committee believes this resolution is ready for debate. However, we believe this change, if passed, should be made in Bylaws, Article VIII Elections and Vacancies, Section 2 E, B Statewide and Regional Elections.

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- **MSP** (Peterson) to amend the resolution to add a Proviso: The language becomes effective with the 2018 election cycle. (Voted 72 Y/52 N)
- **M\_** (Peterson) **Resolution.**
  - **MP** (Church) to postpone this resolution indefinitely (Voted 99 Y/24 N).

### 2. Limit on consecutive terms of office for Regional Directors

Whereas, MAPE is a member-run union that depends upon individual members stepping up to take on the responsibilities of leadership; and

Whereas, it is in MAPE’s interest that many members have opportunities to serve in leadership; and

Whereas, new leaders bring new perspectives and new ideas; and

Whereas, MAPE works best when there is a regular rotation of new leaders; therefore *Resolved*, That Regional Directors may only be elected to three (3) consecutive terms, and that the bylaws be amended (below) to reflect this.

Passed by		Name/Number	Date
Member	X	Kassie Church, Andi Morris	7/6/2017

Contact Name	Contact E-mail Address	Contact Phone
Kassie Church	<a href="mailto:Kassandra.church@state.mn.us">Kassandra.church@state.mn.us</a>	651-431-3131

**2017 Delegate Assembly Resolutions  
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<b>What is being amended?</b>	<b>Resulting Language</b>
<p align="center"><b>Bylaws ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p>Section 1. <b>Eligibility.</b>  <b>B. Position-Specific Eligibility.</b> 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.</p> <p><u>Regional Directors who have been elected to that position for three (3) consecutive terms may not run for a fourth (4th). This does not apply to non-consecutive terms of office.</u></p>	<p align="center"><b>Bylaws ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p>Section 1. <b>Eligibility.</b>  <b>B. Position-Specific Eligibility.</b> 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.</p> <p>Regional Directors who have been elected to that position for three (3) consecutive terms may not run for a fourth (4th). This does not apply to non-consecutive terms of office.</p>

The Constitution and Rules Committee believes this resolution is ready for debate. This resolution coordinates with Term Limits for Directors and State Wide Officers. We believe this change, if passed, should be made in Bylaws, Article VIII Elections and Vacancies, Section 2 E, B Statewide and Regional Elections.

- **Chair (Jorgenson) rules Resolutions 2 and 3 are out of order. They are not germane.**

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**3. Limit on consecutive terms of office for Statewide Officers**

Whereas, MAPE is a member-run union that depends upon individual members stepping up to take on the responsibilities of leadership; and

Whereas, it is in MAPE’s interest that many members have opportunities to serve in leadership; and

Whereas, new leaders bring new perspectives and new ideas; and

Whereas, MAPE works best when there is a regular rotation of new leaders; therefore  
*Resolved*, That Statewide Officers may only be elected to three (3) consecutive terms, and that the bylaws be amended (below) to reflect this.

Passed by		Name/Number	Date
Member	X	Kassie Church, Andi Morris	7/6/17

Contact Name	Contact E-mail Address	Contact Phone
Kassie Church	<a href="mailto:Kasandra.church@state.mn.us">Kasandra.church@state.mn.us</a>	651-431-3131

What is being amended?	Resulting Language
<p align="center"><b>Bylaws ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p>Section 1. <b>Eligibility.</b>  <b>B. Position-Specific Eligibility.</b> 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.</p> <p><u>Statewide officers who have been elected to that position for three (3) consecutive terms may not run for a fourth (4th). This does not apply to non-consecutive terms of office.</u></p>	<p align="center"><b>Bylaws ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p>Section 1. <b>Eligibility.</b>  <b>B. Position-Specific Eligibility.</b> 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.</p> <p>Statewide officers who have been elected to that position for three (3) consecutive terms may not run for a fourth (4th). This does not apply to non-consecutive terms of office.</p>

The Constitution and Rules Committee believes this resolution is ready for debate. This resolution coordinates with Term Limits for Directors and State Wide Officers. We believe this change, if passed, should be made in Bylaws, Article VIII Elections and Vacancies, Section 2 E, B Statewide and Regional Elections.

- **Chair (Jorgenson) rules Resolutions 2 and 3 are out of order. They are not germane.**

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**4. Committee preferred language for Term Limits**

Whereas, three resolutions have been submitted concerning term limits for Directors and Statewide Officers;  
and  
Whereas, The Constitution and Rules Committee (Committee) believes the proposed changes have issues; and  
Whereas, The Committee is not taking a stand whether or not there should be term limits;  
Therefore the Committee is offering the below language so delegates can debate the basis issue of term limits;  
Resolved, That this resolution be substituted for resolutions 1, 2, and 3.

Passed by		Name/Number	Date
Committee	X	Constitution and Rules	8/1/17

Contact Name	Contact E-mail Address	Contact Phone
Larry Souther	<a href="mailto:larry.souther@state.mn.us">larry.souther@state.mn.us</a>	651-201-4926

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What is being amended?	Resulting Language
<p style="text-align: center;"><b>ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p>Section 2. <b>Elections.</b></p> <p><b>B. Statewide and Regional Elections.</b> Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be two years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. <u>Statewide and Regional Officers shall be eligible to serve for no more than three consecutive terms in the same office.</u> Regional Directors in even numbered Regions shall be elected in even numbered years; Regional Directors in odd numbered Regions shall be elected in odd numbered years.</p> <p>Proviso: Incumbents will be allowed to complete their current term of office.</p>	<p style="text-align: center;"><b>ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p>Section 2. <b>Elections.</b></p> <p><b>B. Statewide and Regional Elections.</b> Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be two years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. Statewide and Regional Officers shall be eligible to serve for no more than three consecutive terms in the same office. Regional Directors in even numbered Regions shall be elected in even numbered years; Regional Directors in odd numbered Regions shall be elected in odd numbered years.</p>

The Constitution and Rules Committee believes this resolution is ready for debate. This language is from Robert's Rules of Order, Newly Revised.

- **MSP** (Church) to postpone 4 and 5 until after 7 (Voted 111 Y/9 N).
- **MP** (Church) to amend and add at the end of the resolution that terms served prior to 2018 do not count towards term limits. (Voted 77Y/39N)
- **MF** (Ferrara) to amend the resolution and remove and Regional (Voted 42 Y/79N)
- **MP** (Souther) to approve **resolution 4** as amended. (Voted 65 Y/58 N)
  - **MF** (McBride) to amend and add if there are no other accepted nominations; the incumbent may serve an additional term. (Voted 44 Y/76 N)

**5. Limit on consecutive terms of office for elected members of the Statewide Negotiations Committee**

Whereas, MAPE is a member-run union that depends upon individual members stepping up to take on the responsibilities of leadership; and  
 Whereas, it is in MAPE's interest that many members have opportunities to serve in leadership; and  
 Whereas, new leaders bring new perspectives and new ideas; and  
 Whereas, MAPE works best when there is a regular rotation of new leaders; therefore  
*Resolved*, That members of the Statewide Negotiations Committee may only be elected to three (3) consecutive terms, and that the bylaws be amended (below) to reflect this.



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Passed by		Name/Number	Date
Local		Monica Weber, Sarah Sinderbrand	
Committee			5/30/2017
Member	X		

Contact Name	Contact E-mail Address	Contact Phone
Monica Weber	<a href="mailto:Monica.weber@state.mn.us">Monica.weber@state.mn.us</a>	612-720-9222

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

What is being amended?	Resulting Language
<p><b>Bylaws ARTICLE VI STATEWIDE STANDING COMMITTEES</b></p> <p>Section 13. <b><u>Negotiations Committee.</u></b> 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. <u>A member of the Statewide Negotiations Committee who has been elected to that position for three (3) consecutive terms may not run for a fourth (4<sup>th</sup>). This does not apply to non-consecutive terms of office.</u> Should a vacancy occur on the committee the Local Officers of the Region shall select a replacement from the affected Region’s membership.</p> <p>...</p>	<p><b>Bylaws ARTICLE VI STATEWIDE STANDING COMMITTEES</b></p> <p>Section 13. <b>Negotiations Committee.</b> 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. A member of the Statewide Negotiations Committee who has been elected to that position for three (3) consecutive terms may not run for a fourth (4<sup>th</sup>). This does not apply to non-consecutive terms of office. Should a vacancy occur on the committee the Local Officers of the Region shall select a replacement from the affected Region’s membership.</p> <p>...</p>

- **MP** (Weber) to move the language Elections and Vacancies to Negotiations Committee (96 Y/13 N)
  - **MSP** (Dunn) to amend and add at the end of the resolution that terms served prior to 2018 do not count towards term limits.(Voted 98 Y/16 N)
- **MF** (Weber) to approve **resolution 5** as amended. (45Y/ 72N)

<p><b>6. Selection of Negotiations Committee Chair</b></p>
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Whereas, it is important for the MAPE Negotiations Committee to operate effectively as a team; and  
Whereas, the Committee itself is the best judge of who is fit to chair its operation; therefore

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*Resolved*, That the State Negotiations Committee choose its own chair or co-chairs, instead of having them be appointed by the MAPE President.

Passed by		Name/Number	Date
Member	x	Monica Weber, Chris Larson	5/30/17

Contact Name	Contact E-mail Address	Contact Phone
Monica Weber	<a href="mailto:Monica.weber@state.mn.us">Monica.weber@state.mn.us</a>	612-720-9222

(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;"><b>ARTICLE VI</b> <b>STATEWIDE STANDING COMMITTEES</b> <b>Section 13. Negotiations Committee</b> <b>Negotiations Committee.</b></p> <p>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.</p> <p>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.)</p>	<p style="text-align: center;"><b>ARTICLE VI</b> <b>STATEWIDE STANDING COMMITTEES</b> <b>Section 13. Negotiations Committee</b> <b>Negotiations Committee.</b></p> <p>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.</p> <p>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.)</p>

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In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee, ~~and shall appoint one member of the Committee to serve as Chair of the Committee or two members to serve as co-chairs.~~ The Statewide Negotiations Committee shall choose one of 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 appointments are subject to approval by a majority vote of the Board of Directors.

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 appointments are subject to approval by a majority vote of the Board of Directors.

The Constitution and Rules Committee believes this resolution is ready for debate.

- **MP** (Weber) to approve **Resolution 6** (Voted 73 Y/54 N).
  - **MP** (Nere) to amend the motion to add the word of in the added resolution language.

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**7. Either Director Or Negotiations Representative**

Whereas, currently members are not limited to the number of Regional or Committee Positions they can hold at one time, and;

Whereas, for the 2016/17 negotiations process, 38% of the members of the Board of Directors (10 of 26) also held either elected or appointed positions on the Negotiations Committee; and

Whereas, members of both the Board of Directors and the Negotiations Committee are heavily tasked with MAPE duties, and;

Whereas, members holding positions on both the Board of Directors and the Negotiations Committee often do not have time to fulfill the duties of both offices to the best of their abilities, therefore;

*Resolved*, that the bylaws be amended to include in Article VIII, limitations on the holding elected positions for both Regional Director and Regional Negotiator concurrently.

Passed by		Name/Number	Date
Local	X	401, 701, 1401	6/33/17
Member	X	Lee Sullivan, Ellena Schoop, Eva Peterson	7/5/17

Contact Name	Contact E-mail Address	Contact Phone
Eva Peterson	<a href="mailto:epeterson@mape.org">epeterson@mape.org</a>	218-735-3144

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

What is being amended?	Resulting Language
<p align="center"><b>ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p><b>Section 1. Eligibility.</b></p> <p>A. <b>Candidates and Incumbents.</b> Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> <li>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;</li> <li>2) not hold more than one office, including statewide, Regional and Local office, at the same time, except <u>Interim President as provided for in the MAPE Interim Local Governance Policy.</u> Committee positions, including chairs, are not offices.</li> <li>3) <u>Regional Directors may not be elected as negotiations representative</u></li> </ol>	<p align="center"><b>ARTICLE VIII ELECTIONS AND VACANCIES</b></p> <p><b>Section 1. Eligibility.</b></p> <p>A. <b>Candidates and Incumbents.</b> Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> <li>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;</li> <li>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. <del>Appointed</del> <del>e</del>Committee positions are not offices;</li> <li><del>3) Regional Directors may not be elected as negotiations representative</del></li> <li><del>3)4) </del>except as noted in Exceptions, below</li> </ol>

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<p>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;</p> <p>5) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;</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>	<p>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;</p> <p><del>4)5)</del> not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;</p> <p><del>5)6)</del> except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;</p> <p><del>6)7)</del> not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);</p> <p><del>7)8)</del> not be under sanction as provided in MAPE's parliamentary authority; and</p> <p><del>8)9)</del> 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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The Constitution and Rules Committee believes this resolution is ready for debate.

- **M\_** (Souther) to amend this resolution for a point of clarification to add Elected Committee positions are offices; at the end of Section 1.A. 2)
  - **MP** (Souther) to postpone this resolution until tomorrow at the start of DA (Voted 74 Y/51 N).
- **MP** (Peterson) to amend paragraph two.
  - **M\_** (Miller) to amend the amendment

Interim President as provided for in the MAPE Interim Local Governance Policy.

Committee positions; including chairs, are not offices.

3) Regional Directors may not be elected as negotiations representative

3:50 p.m.

**MAPE Governance and Organization Structure Overview**

3:20 p.m.

**World Café**

4:30 p.m.

**Recess the DA until Saturday morning.**

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**8. Current Negotiations Representatives Remain Seated**

Whereas, with term limits adopted, and;

Whereas, in the event the negotiations process is not completed during the regular negotiations cycle, current members of the Negotiations Committee will remain seated regardless of consecutive terms to ensure continuity of the ongoing process, therefore;

*Resolved*, that the bylaws be amended to include consecutive term language in Article VI, Section 13.

Passed by	Name/Number	Date
Member	Eva Peterson, Lee Sullivan, Ellena Schoop	7/5/17

Contact Name	Contact E-mail Address	Contact Phone
Eva Peterson	<a href="mailto:epeterson@mape.org">epeterson@mape.org</a>	218-735-3144

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

What is being amended?	Resulting Language
<p align="center"><b>ARTICLE VI STATEWIDE STANDING COMMITTEES</b></p> <p><b>Section 13. Negotiations Committee.</b></p> <p>A. <b>Statewide.</b> 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, <u>regardless of the number of consecutive terms.</u>)</p> <p>In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee and shall appoint one member of the Committee 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 appointments are subject to approval by a majority vote of the Board of Directors.</p>	<p align="center"><b>ARTICLE VI STATEWIDE STANDING COMMITTEES</b></p> <p><b>Section 13. Negotiations Committee.</b></p> <p>A. <b>Statewide.</b> 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, regardless of the number of consecutive terms.)</p> <p>In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee and shall appoint one member of the Committee 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 appointments are subject to approval by a majority vote of the Board of Directors.</p>

The Constitution and Rules Committee believes this resolution is ready for debate. This resolution is tied to resolution 4. If resolution 4 is not passed, this resolution should not be considered.

- **This resolution was withdrawn.**

<p><b>9. Local presidents to not count towards a local’s DA contingent</b></p>
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Whereas, Delegate Assembly is MAPE’s highest sovereign body; and  
 Whereas, the current President of a Local is automatically one of the delegates to the DA; and  
 Whereas, while it is good for a Local’s President to be at the DA, their automatic status means one fewer MAPE member can be a delegate; and  
 Whereas, DA should be open to as many voices as possible; therefore

## 2017 Delegate Assembly Resolutions Bylaws

*Resolved*, That local presidents, as automatic delegates to the Delegate Assembly, are not part of the local's allotted number of elected delegates.

Passed by		Name/Number	Date
Member		Monica Weber, Cathleen Cotter	5/30/17

Contact Name	Contact E-mail Address	Contact Phone
Monica Weber	<a href="mailto:Monica.weber@state.mn.us">Monica.weber@state.mn.us</a>	612-720-9222

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

What is being amended?	Resulting Language
<p><b>ARTICLE X DELEGATE ASSEMBLY</b></p> <p><b>Section 1. Composition</b></p> <p>The Delegate Assembly shall consist of the members of the Board of Directors, <del>the President of each Local,</del> and the delegates elected by Locals.</p> <p>Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, <del>who shall be the Local President.</del> 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.</p> <p>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.</p> <p><del>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</del></p>	<p><b>ARTICLE X DELEGATE ASSEMBLY</b></p> <p><b>Section 1. Composition</b></p> <p>The Delegate Assembly shall consist of the members of the Board of Directors, the President of each Local, and the delegates elected by Locals.</p> <p>Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate. 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.</p> <p>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.</p> <p>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</p>



## 2017 Delegate Assembly Resolutions Bylaws

<p><del>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.</del></p> <p>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), <u>Local Presidents</u> and the Board of Directors.</p>	<p>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.</p> <p>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), Local Presidents and the Board of Directors.</p>
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The Constitution and Rules Committee believes this resolution is ready for debate.

Note: This will increase the number of delegates at Delegate Assembly. There is some contradiction between this resolution and resolution 9.

- **MSP** (Souther) to add a Proviso to this resolution: This change will become effective for the 2018 Delegate Assembly. (Voted 97 Y/14 N)
- **MF** (Harrington) to remove:
  - ~~the President of each Local,~~ from the first paragraph
  - ~~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.~~ From the fourth paragraph
  - ~~Local Presidents~~ from the last paragraph (Voted 39 Y/76 N)
- **MSP (Weber) to postpone resolution 9 until we consider resolution 10. (Voted 59 Y/54 N)**
- **MF** (Weber) to approve **resolution 9**. (Vote 30 Y /77 N)

### 10. Reduce the size of Delegate Assembly

Whereas, MAPE will be facing budgetary challenges with the loss of fee payer; and  
 Whereas, it is difficult to find union venues large enough to accommodate the size of our delegate assembly;  
 and  
 Whereas, locals find it challenging to fill all of their delegate positions ; therefore  
*Resolved*, that the MAPE Bylaws be amended below to reduce the size of the Delegate Assembly.

**2017 Delegate Assembly Resolutions  
Bylaws**

Passed by		Name/Number	Date
Member	X	Monica Weber, Sarah Sinderbrand	5/30/2017

Contact Name	Contact E-mail Address	Contact Phone
Monica Weber	<a href="mailto:Monica.weber@state.mn.us">Monica.weber@state.mn.us</a>	612-720-9222

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

What is being amended?	Resulting Language
<p align="center"><b>Article X Delegate Assembly Section 1. Composition.</b></p> <p>The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals.</p> <p>Each Local shall be allocated one Delegate for each <del>75-80</del> members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President <u>and a maximum of 5 per local</u>. 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.</p> <p>Each Local may also elect ranked alternate delegates equal <del>in number to half (round up)</del> 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.</p>	<p align="center"><b>Article X Delegate Assembly Section 1. Composition.</b></p> <p>The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals.</p> <p>Each Local shall be allocated one Delegate for each 80 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President and a maximum of 5 per local. 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.</p> <p>Each Local may also elect ranked alternate delegates equal to half (round up) of 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.</p>

The Constitution and Rules Committee believes this resolution is ready for debate.

Note: This will decrease the number of delegates at Delegate Assembly. There is some contradiction between this resolution and resolution 8.

- **MF** (Chair) to split the resolution vote into three votes (in case the DA wants two out of the three): Change 75 to 8, Maximum of 5 and Roundup.
  - **MP** (Sant) to amend the motion to overrule Chair’s motion and not split the vote. (Vote 54 Y/56 N)

## 2017 Delegate Assembly Resolutions Bylaws

- **MSP** (Souther) to add a Proviso to this resolution: This change will become effective for the 2018 Delegate Assembly. (Vote 101 Y/6 N)
- **MF** (Sant) to remove and a maximum of 5 per local from the second paragraph. (Vote 37 Y/74 N)
- **MF** (Doheny) to approve **resolution 10** as amended. (Vote 33 Y/84 N)

<b>11. Deadline for submitting resolutions</b>
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Whereas, all MAPE members should have the opportunity to submit resolution to the Delegate Assembly; and  
Whereas, the current deadline is early enough that many members miss that opportunity; and  
Whereas, members may also want to seek other avenues for making the change they seek, and only choose to submit a resolution when all other options are closed; therefore  
*Resolved*, That the deadline for submitting resolutions to the Delegate Assembly be moved to forty-five (45) days prior to the start of the Delegate Assembly.

Passed by		Name/Number	Date
Member	X	Monica Weber, Ted Sitz	5/30/2017

Contact Name	Contact E-mail Address	Contact Phone
Monica Weber	<a href="mailto:Monica.weber@state.mn.us">Monica.weber@state.mn.us</a>	612-720-9222

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

**2017 Delegate Assembly Resolutions  
Bylaws**

What is being amended?	Resulting Language
<p align="center"><b>BYLAWS ARTICLE X DELEGATE ASSEMBLY</b></p> <p><b>Section 5. Resolutions Submitted to the Delegate Assembly</b></p> <p><u>Resolutions, except those initially proposed during the Delegate Assembly, are to be submitted no less than forty-five (45) days prior to the first day of Delegate Assembly.</u> (<del>This</del> <u>The rest of this section does not apply to resolutions modifying a governing document.</u>)</p> <p>Before the mailing and posting of proposed resolutions to the DA, any member of the statewide Executive Committee can object by motion to the consideration of the question. If the objection motion is passed by a two-thirds vote of the Executive Committee, the resolution will be dropped, not mailed, and not posted, and the resolution’s submitter will be notified as soon as possible.</p> <p>The submitter of a resolution rejected by the Executive Committee may appeal to the Board of Directors at the next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Executive Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution will be posted and mailed.</p>	<p align="center"><b>BYLAWS ARTICLE X DELEGATE ASSEMBLY</b></p> <p><b>Section 5. Resolutions Submitted to the Delegate Assembly</b></p> <p>Resolutions, except those initially proposed during the Delegate Assembly, are to be submitted no less than forty-five (45) days prior to the first day of Delegate Assembly. (The rest of this section does not apply to resolutions modifying a governing document.)</p> <p>Before the mailing and posting of proposed resolutions to the DA, any member of the statewide Executive Committee can object by motion to the consideration of the question. If the objection motion is passed by a two-thirds vote of the Executive Committee, the resolution will be dropped, not mailed, and not posted, and the resolution’s submitter will be notified as soon as possible.</p> <p>The submitter of a resolution rejected by the Executive Committee may appeal to the Board of Directors at the next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Executive Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution will be posted and mailed.</p>

The Constitution and Rules Committee does not think this resolution is ready for debate. This resolution will contradict the language in the Delegate Assembly Resolution Policy.

- **Resolution 11 was withdrawn.**

**12. Caps on Local Funds' Balances**

Whereas, the financial future of MAPE is being challenged and money must be spent more carefully than in the past; and

Whereas, money members pay should be spent building power and a stronger union; and

Whereas, some locals choose to not spend or cannot spend all the money provided to them; therefore

*Resolved*, locals may not carryover funds greater than the previous year’s total income. With a plan for the use of the money within six months, a local may petition the Board of Directors to carry over more than the previous year’s income.

Passed by		Name/Number	Date
Member	X	Kassie Church, Peter Filkins	7/6/17

Contact Name	Contact E-mail Address	Contact Phone
Kassie Church	<a href="mailto:Kasandra.church@state.mn.us">Kasandra.church@state.mn.us</a>	651-431-3131

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

What is being amended?	Resulting Language
Policies Funds <b>Summary:</b> Definition of fund categories. Policy:  Local/Regional Fund: This is funded by local dues collected, less expenses, to provide for local activities. Locals will be funded each pay period based on collected dues at a rate of \$.94 per member and \$.80 per fee payer.  <u>Locals may only carry over from one year to the next an amount equal to the total income received in the previous year. Any money not carried over by a local will be added to Undesignated Reserves. A local with a specific plan to use more than the amount allowed to be carried over within six months of the new year may petition the Board of Directors to carry over a greater amount.</u>	Policies Funds <b>Summary:</b> Definition of fund categories. Policy:  Local/Regional Fund: This is funded by local dues collected, less expenses, to provide for local activities. Locals will be funded each pay period based on collected dues at a rate of \$.94 per member and \$.80 per fee payer.  Locals may only carry over from one year to the next an amount equal to the total income received in the previous year. Any money not carried over by a local will be added to Undesignated Reserves. A local with a specific plan to use more than the amount allowed to be carried over within six months of the new year may petition the Board of Directors to carry over a greater amount.

The Constitution and Rules Committee believes this resolution is ready for debate.

- **MSP** (Ferrara) to postpone this **resolution 12** indefinitely. (Voted 77Y/37 N)

**13. Associate Members Region**

Whereas, The Delegate Assembly has expressed an interest in forming a region made up of Associate members (retirees and former members); and,  
 Whereas, Associate members are a good source of volunteers and mentors; and,  
 Whereas, Associate members can especially assist with legislative and political action; and,  
 Whereas, a region of Associate members would have officers to promote activism and be a structure familiar to former MAPE activists; and,  
 Whereas, the region and rights of Associate members needs to be defined; therefore,  
 Resolved, That the MAPE Governance and Organizational Structure Committee defined in the 2017-19 MAPE Strategic Plan consider creating a region made up of Associate members, and propose amendments to the bylaws and constitution if appropriate.

Passed by		Name/Number	Date
Committee	X	Executive Committee	7/7/17

Contact Name	Contact E-mail Address	Contact Phone
Chet Jorgenson	<a href="mailto:cjorgenson@mape.org">cjorgenson@mape.org</a>	651-270-8363

The Constitution and Rules Committee believes this resolution is ready for debate.

- **MP** (Jorgenson) to approve **resolution 13** as presented (Voted 90 Y/19 N).

<b>14. Fossil-Free Fund</b>
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Whereas, state employees would like the opportunity to voluntarily invest in Health Care Savings Plan and Deferred Compensation Plan funds that match their values; and  
 Whereas, one of those values includes the desire to see climate changed addressed by moving towards a fossil-free society; and  
 Whereas, fossil-free investments currently exist only in the Self-Directed Brokerage Accounts option; and  
 Whereas, there is a fee for accessing the Self-Directed Brokerage Accounts option, and  
 Whereas, it takes sophisticated skill and knowledge in financial vehicles to utilize the Self-Directed Brokerage Accounts and to discover a fossil-free fund; and  
 Whereas, choosing a fossil-free fund should be available to all free of cost and regardless of financial expertise; therefore

*Resolved*, be it resolved that the Minnesota Association of Professional Employees supports encouraging the Minnesota State Retirement System to list one or more fossil-free investment choices in their core investment options for the Health Care Savings Plan and Deferred Compensation Plan and the Board of Directors is hereby directed to communicate this to the Minnesota State Retirement System by the means it deems most appropriate.

Passed by		Name/Number	Date
Member	X	Sharon LeMay, Deborah Bergeron, Melissa Wenzel	7/7/17

Contact Name	Contact E-mail Address	Contact Phone
Sharon LeMay	<a href="mailto:Sharon.LeMay@state.mn.us">Sharon.LeMay@state.mn.us</a>	651-234-7773

The Constitution and Rules Committee believes this resolution is ready for debate.

**MP** (Alonso) to amend and add:

1. Increasing the total number of investment options available for the Health Care Savings Plan and Deferred Compensation Plan.
2. Inclusion of one or more investment options that have fossil-free investment objectives.
3. Reduction of investment option costs. (Voted 65 Y/40 N)

**MP** (LeMay) to approve the **resolution 14** as amended. (Voted 71/37)

**Saturday – September 23**

9:00 a.m.

**Delegate Assembly Re-Convenes**  
**Housekeeping & Assembly re-open:** *Chet Jorgenson, Interim Executive Director and Statewide President*

**Credentials Report:** *Joe Sullivan, Trustees Committee Chair*  
 As of 9:16 a.m., 92 delegates, 5 upgraded alternates, 5 statewide officers, and 19 regional directors, 121 seated out of a possible 138.

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

10:30 a.m.	<b>Break</b>
12:30 p.m.	<b>Lunch</b>
1:00 p.m.	<b>Nominations for Statewide Officers</b>

## MAPE 2017 Statewide Election Nominations

<u>Position</u>	<u>Candidate</u>
President	Michelle Doheny
President	Chet Jorgenson
First Vice President	April Kane
First Vice President	Andy Bahn
First Vice President	Bryan Kotta
Second Vice President	Jerry Jeffries
Second Vice President	Joan Treichel
Secretary	Samsam Abdalla
Treasurer	Sam Sant
Treasurer	Todd Maki
Trustee	Joseph Sullivan
Trustee	Greg Ellis
Trustee	Cathy Finken

Please note that there are 3 trustees positions open.

1:30 p.m.	<b>MAPE Awards</b>
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### **Betty Rogers**

- Carol Johnson

### **Neil Farnsworth**

- Connie Proctor

### **Membership Awards**

- In honor of those locals that have reached 80% or higher membership during the past year: Locals 202, 301, 802, 1301, 1901, 2101



- Over the past 12 months Local 602 has increased 16.2%, going from 54.7% to 70.9% - Ice Cream Social
- Locals that have increased 5% or more: Locals; 902, 1201, 1202, 1302, 1401, 1703

2:10 p.m.

**MAPE Governance & Organizational Restructure**

2:50 p.m.

**ADJOURNMENT**

**MAPE 2017 Delegate Assembly – Actions Taken**

**MAPE 2018 Budget ..... Passed as amended**

**RESOLUTIONS (1 – 11)**

**Constitution**

**1. Term Limits for Directors and Statewide Officers .....Postponed indefinitely**

**Election Rules**

**N/A**

**Bylaws**

- 2. Limit on Consecutive Terms of Office for Regional Directors.....Out of order**
- 3. Limit on Consecutive Terms of Office for Statewide Officers.....Out of order**
- 4. Committee Preferred Language for Term Limit.....Passed as amended**
- 5. Limit on Consecutive Terms of Office for Election Members of the Statewide Negotiations Committee.....Failed**
- 6. Selection of Negotiations Committee Chair.....Passed**
- 7. Either Director or Negotiations Representative.....Passed as amended**
- 8. Current Negotiations Representatives Remain Seated.....Withdrawn**
- 9. Local Presidents to not count Forwards a local’s DA Contingent.....Failed**
- 10. Reduce the Size of Delegate Assembly.....Failed**
- 11. Deadline for Submitting Resolutions.....Withdrawn**

**Policies**

**N/A**

**Other – Non-Negotiations**

- 12. Caps on Local Funds' Balances.....Postponed indefinitely**
- 13. Associate Members Region.....Passed**
- 14. Fossil-Free Fund.....Passed as amended**

*\*(Per the 2017 Delegate Assembly Standing Rules, Resolutions dealing with negotiations issues are not debated by the Assembly. Instead, delegates rate the negotiations related resolutions independently on the form provided. The Credentials Committee tabulates the forms and reports the results to the Negotiations Committee.)*

Marcia Bierschenk, Region 21 Director for Statewide Secretary Vacant  
Approved: October 20, 2017