

2026 MAPE RESOLUTION AND PROPOSAL TEMPLATE

Send submissions and questions to: MAPECRCommittee@mape.org

☒ This is a **resolution** you would like to be considered at the 2026 Delegate Assembly. A resolution may change the MAPE [Constitution](#), [Election Rules](#), [Bylaws](#), or [Policies](#). Resolutions will be accepted until June 15, 2026. **You don't need to be a delegate to submit a resolution.**

☐ This is a **proposal** you would like to be considered by the Board of Directors. A proposal may change the MAPE [Bylaws](#) or [Policies](#). Proposals may be submitted at any time of year. A proposal may not change the MAPE Constitution or Election Rules.

Update the Crisis Fund/Job Action Policy

Instructions: Using the bullet point list below, provide background on the problem you would like to address, an explanation of your recommendation, cost implications, and assigned accountability for implementation and status reports.

Whereas...

- Continued budgeting shortfalls make it likely that our union will need to strike, and
- The Crisis Fund/Job Action policy has not been updated since 2019, and
- The 2018 Janus v. AFSCME decision on June 27, 2018, significantly changed the way our union is funded, and
- Because member dues directly fund our activities, it's reasonable that members receive priority access to compensation, and
- Financial Hardship should be prioritized above Health Care Premium Assistance and Strike Pay because a crisis fund's first purpose is to keep the most vulnerable members from falling into immediate, life-threatening instability. Strike pay supports everyone on the picket line, but hardship support protects those who cannot meet basic needs without urgent help, and
- The current policy authorizes use for MAPE represented employees, but does not differentiate between those paying dues or not (members and non-members), therefore this proposal allows for use for non-members, but prioritizes dues-paying members, and
- This approach strengthens our financial stability, encourages membership, and rewards those who support the organization consistently. Non-members would still be eligible for compensation when funds allow and with a direct authorization from the Board of Directors, but members would be prioritized.

Resolved MAPE shall reorder the Crisis Fund expenditure priority list and prioritize strike pay for non-members .

Passed by	Date

Contact Name	Contact E-mail Address	Contact Phone
Cara Hofreiter	chofreiter.mape@gmail.com	(651)556-5717
Quinn Redig	quinn.redig@state.mn.us	(651)556-4875

Instructions: Use the left column to enter the language you are amending or proposing. You need to use ~~strike-throughs~~ to indicate deleted text, and you need to use underlines to indicate new text. **Do not use Track Changes.** Including a link to the relevant governing document or policy is unnecessary but encouraged.

Use the right column to enter resulting language as you would like it to appear in MAPE's governing documents or policies. An example can be found at the bottom of the table.

What is being amended?	Resulting Language
Crisis Fund/Job Action Original Policy Approval Date: 6/24/2005 Board of Directors Revision Dates: 5/06/2010, 4/19/2013, 11/21/2014, 2/15/2019 Summary: Policy for job action and crisis fund distributions. Policy: Established and funded by Delegate Assembly action. A job action or crisis could be defined as a strike, shutdown or an extreme legislative attack. Crisis Fund balance: Local Support - A portion of the Crisis Fund will be set aside as a reserve earmarked for local job action use only (see policy C, below). Statewide Action/Crisis Expenses:	Crisis Fund/Job Action Original Policy Approval Date: 6/24/2005 Board of Directors Revision Dates: 5/06/2010, 4/19/2013, 11/21/2014, 2/15/2019, 6/15/2026 Summary: Policy for job action and crisis fund distributions. Policy: Established and funded by Delegate Assembly action. A job action or crisis could be defined as a strike, shutdown or an extreme legislative attack. Crisis Fund balance: Local Support - A portion of the Crisis Fund will be set aside as a reserve earmarked for local job action use only (see policy C, below).

- Strike pay (at minimum wage and limited to 40 hours per week)
- Public relations/communications (targeted)
 - To members
 - To media/legislators/public
- Materials
 - Printing
 - Phone banks
 - “Sticks”
- Member Support
 - Food
 - Transportation

3. Expenditure Priorities

Priority	Expense	Description
1	Communication	This would include tele-town hall meetings and paid media
2	Printed Materials	Signs and materials for picket lines
3	Local Support	Meeting space, food, beverages for those on the picket line
4	Health Care	Assist in paying health care premiums for represented employees that participate in the picket line
5	Strike Pay	Minimum wage for represented employees for hours spent on the picket line
6	Hardship Fund	Establish a hardship fund to assist members in paying their bills during a job action
5	Health Care	<u>Assist in paying health care premiums for MAPE members who participate in the picket line or other strike activities</u>
6	Strike Pay	<u>Minimum wage for MAPE members for hours spent on the picket line or performing other strike activities</u>

2. Statewide Action/Crisis Expenses:

- Strike pay (at minimum wage and limited to 40 hours per week)
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5	Health Care	Assist in paying health care premiums for MAPE members who participate in the picket line or other strike activities
6	Strike Pay	Minimum wage for MAPE members for hours spent on the picket line or performing other strike activities
7	Hardship, Healthcare, and Strike Pay for Non-Members	The Board of Directors, in consultation with the Executive Committee, may direct that represented non-members who participate in strike activities may receive payment for health care

Hardship,
Healthcare, and
Strike Pay for
Non-Members

The Board of Directors, in consultation with the Executive Committee, may direct that represented non-members who participate in strike activities may receive payment for hardship, health care premiums and/or strike pay if funds are available

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Policy definitions:

1. **Reserve Fund order of dissolution:** In the event of a major job action, the dissolution and use of Reserve Funds shall be, in order:
 - a) Crisis Fund
 - b) Undesignated Reserve
 - c) Building Line of Credit
 - d) Capital Improvement Fund
 - e) Future Years Operations Fund

The Operations Continuity Fund is reserved for the use of MAPE in continuity of business.

2. **Strike pay:** Shall be paid to bargaining unit members, at the federal minimum wage rate for reimbursements based on time or in-kind services to MAPE during a major job action totaling more than 20 hours per pay period. To be eligible, the bargaining unit member must honor the job action from beginning to end and perform a service to MAPE. The Board of Directors, in consultation with the Executive Committee, may provide Strike Pay to represented non-members who participate in strike activities.
3. **Local job action funds:** An initial proposed amount of \$850 is to be set aside for each local with a balance less than \$15,000, as an emergency reserve not to be included in the local's annual budget. These funds shall be used in the

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5. **Strike pay:** Shall be paid to bargaining unit members, at the federal minimum wage rate for reimbursements based on time or in-kind services to MAPE during a major job action totaling more than 20 hours per pay period. To be eligible, the bargaining unit member must honor the job action from beginning to end and perform a service to MAPE. The Board of Directors, in consultation with the Executive Committee, may provide Strike Pay to represented non-members who participate in strike activities.
6. **Local job action funds:** An initial proposed amount of \$850 is to be set aside for each local with a balance less than \$15,000, as an emergency reserve not to be included in the local's annual budget. These funds shall be used in the event of a job action as an infusion of needed capital at the local level for use by the local job action committee in support

event of a job action as an infusion of needed capital at the local level for use by the local job action committee in support of a MAPE job action. To support job actions on the local level, a portion of the total balance of the Crisis Fund will be earmarked toward that end. 4. Authorization: Once the Board of Directors approves the use of the Crisis Fund the decision of dispersal of funds for job action purposes ultimately resides in the Executive Committee. Advice from the Statewide Job Action Committee, the Board of Directors, the Board of Directors' Finance Workgroup, and the staff should be sought and considered.	of a MAPE job action. To support job actions on the local level, a portion of the total balance of the Crisis Fund will be earmarked toward that end. 7. Authorization: Once the Board of Directors approves the use of the Crisis Fund the decision of dispersal of funds for job action purposes ultimately resides in the Executive Committee. Advice from the Statewide Job Action Committee, the Board of Directors, the Board of Directors' Finance Workgroup, and the staff should be sought and considered.
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Resolution Timeline:

- **January 1: Resolution applications open.**
 - The Constitution & Rules Committee (C&R) will meet monthly to review resolutions.
 - The C&R will provide you with feedback.

- Once you have addressed the C&R's feedback, the C&R will forward your resolution to other relevant MAPE committees on your behalf. You will be informed which committees received the referral, and you may be invited to speak with these committees.
- The C&R may provide you with additional feedback based on the analyses from these other committees.
- Once all necessary review is complete, the C&R will provide a recommendation to the Executive Committee (EC) on whether the resolution is ready for debate.
- The EC will vote whether to concur with the C&R's recommendation. The author will be invited to this meeting.
- The author may appeal any EC rejections to the Board of Directors.
- **January 28: Resolution/proposal writing training (12 PM – 1 PM)**
 - If you are unable to attend the training and have questions not covered in the recording, please reach out to the C&R at MAPECRCCommittee@mape.org.
- **April 15: Initial resolution deadline**
 - Your resolution will be guaranteed review and feedback from the C&R and referrals to relevant committees if you submit your resolution by April 15.
 - The C&R will make a reasonable attempt to provide timely feedback, revision requests, and committee referrals for resolutions submitted after April 15.
- **June 15: Final resolution deadline**
 - This deadline applies to both initial submissions and revised drafts.
- **~July 1: C&R Final Recommendation Day**
 - For resolutions that have not already receive a “ready for debate” recommendation, this tentative day is when the C&R will develop final recommendations for the EC's review.
- **July 10: EC Final Determination Day**
 - For resolutions that have not already received a determination from the EC, this day is when the EC will review final pending C&R recommendations and make final determinations. Authors will be invited to this meeting.
- **July 17: Board of Directors Final Appeals Day**
 - For resolution rejections that have not already been appealed, this is the final day when the Board may consider an appeal.
- **August 3: Resolution Forum #1 (4:30 PM – 5:30 PM)**
 - Authors will provide an overview of their resolution.
- **August 19: Resolution Forum #2 (12 PM – 1 PM)**
- **August 19: Deadline for resolutions seeking to change the bylaws to be posted online.**
- **September 18-19: Delegate Assembly**