

MAPE Board of Directors
March 17, 2017
8:30 a.m. – 4:30 p.m.
3460 Lexington Avenue No.
Shoreview, MN 55126

FINAL

M= Motion S= Second P = Passed F = Failed

Present: President Chet Jorgenson, 1st VP Jason Moran , 2nd VP Eva Peterson, Secretary Marcia Bierschenk, Treasurer Michelle Doheny, Carol Johnson (Reg 1), Julie Sullivan (Reg 2), Char Falconer (Reg 3), Lee Sullivan (Reg 4), John Bower (Reg 5), Joan Treichel (Reg 6), Ellena Schoop (Reg 7), Mark Dreyer (Reg 8), Sandy Dunn (Reg 9), Ken Kalamaha (Reg 10), Sue Opsahl (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), Kay Pedretti (Reg 20), Paul Wehrmeister (Reg 21)

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

MSP (Rood) to approve the February 17, 2017, Board of Directors meeting Minutes as presented.

Directors provided the following updates regarding Officer changes in their Regions:

- Region 3: Barb Priechel and Deepa De Alwis will share the Membership Secretary position during the transition.
- Region 17: Dennis Aronson is retiring in Local 1703. The local Secretary position is now vacant.

MSP (Consensus) to adopt the Agenda as amended.

- 2018 Proposed Budget
- Day on the Hill
- Legislation Update
- Delegate Assembly
- New GRC members

Board Stewards' Report (Jeffries and Treichel): None

OFFICER REPORTS

Treasurer's Report (Doheny)

- Discussed Financial Report (February 2017)
- Audits were due last Wed., March 15.
 - The deadline has been extended to April 14.
 - If Audits are not received by the deadline, budgets will be cut off until received.
- Presented and discussed the proposed 2018 budget (Paul Schweizer).
 - The Finance Committee has proposed that the budget is similar to the 2017 budget (handout).
Questions that the BODs needs to think about:
 - How does the Finance Committee proceed?

- Are we on the right track for the 2018 budget?
- What direction do we give the committees?

Strategic Planning (Holub)

- Presented and discussed the direction for MAPE Statewide committees (handout). What direction do we want to go?
 - **MSP** (Sullivan) to take the list of items and vote:
 - 1. Don't do anything – same number, structure and budget – **0 votes**
 - 2. Give committees specific instructions/projects for the year and modify their budget to reflect this, but keep the basic structure – **0 votes**
 - 3. Eliminate committees (all that aren't absolutely necessary and reduce/rework the schedules of the remaining committees) – **16 votes**
 - 4. #3 and replace most committees with issue specific task forces aligned with our priorities (task forces would not go on forever, limited scope and duration) – **7 votes**
 - **Next steps:** Ellena Schoop, Kay Pedretti and Sue Opsahl will work on the number three and develop a plan.
- Presented and discussed the MAPEs Structural Changes Process (handout). Does MAPE spend the next twelve months looking at and considering changes to our current structure? This would include looking at:
 - Number of locals or regions
 - Local structure – geographic or agency based
 - The Delegate Assembly
 - Our steward system
 - Board structure
 - Staff department structure
 - Other related issues as necessary
 - **MSP** (Dunn) that the BOD will create a process for determining decisions on MAPEs structural changes that is transparent and that involves key stakeholders. This will be presented to the 2018 DA for approval.
- Presented and discussed that our goals are: Increase membership, more active members, and elect a pro-Union Governor. The plan is to move these goals into our Core functions.
 - BOD presented members comments regarding the Core functions of MAPE.

11:00 A.M. TIME CERTAIN: Executive Session Personnel Matter

- **MP** (consensus) to move into executive session at 11:00 a.m.
- **MP** (consensus) to leave executive session at 11:50 a.m.

11:30 (11:50) A.M. TIME CERTAIN: Member Comments

- Sam Sant, Joe Sullivan, Thu Phan, and Rebecca Asche spoke on behalf of members from local 401 regarding the resignation of MAPEs Executive Director, Dan Holub.

11:40 A.M. (12:10 P.M.) TIME CERTAIN: [Workday Minnesota](#) Funding Request (Barb Kucera, LES)

- **M__P** (Pedretti) to move this vote until after New Business.
 - **MSP** (consensus) to move this agenda item to the next BOD meeting.

2018 Budget Discussion Continued (Doheny)

- **MSP** (Treichel) to have Statewide Committees use what they spent in 2016 to budget for 2018 and submit a budget for Delegate Assembly.

2nd Vice President's Report (Peterson)

- Monthly Membership Update Report (February 2017)
- Total of 132 new members recruited in the month of February 2017
- Top Recruiter for the month of February Thu Phan 7, Local 401 with 22
- Total of 9,477 statewide members (66.4%)
- Advanced training for the membership drive is April 8
- Discussed Unionware (where data is entered), ways to promote the First 30 Days, and how to measure success.
 - Measure success by: Number of new hires, number of members reached and signed

1:00 (1:35) P.M. TIME CERTAIN: [Becker Professional Education](#) (John Gioeli, Director of Government Programs)

- Presented and discussed the proposed agreement between Becker and MAPE.
 - **MSP** (Kalamaha) to approve, move forward, and negotiate the agreement.

Secretary's Report (Bierschenk)

- Executive Committee Meeting Minutes: March 3, 2017, Executive Committee Meeting Minutes provided as informational electronically.

1st Vice President's Report (Moran)

- Grievance Report (February 2017)
- April 15 Chief Steward election notice will go out
- Basic Steward training, Saturday, March 4
- Next Basic Steward training, June 1 – there is still space

OPPORTUNITIES AND STRATEGIC PLANNING

PRESIDENT'S REPORT

Committees

- Discussed nominations for Committees and alternates.
 - **MP** (consensus) to approve the nominees for Statewide Committees:
 - **DEED Meet & Confer**, Maureen Dundway and Alana Strickler
 - **Diversity Committee**, Ben Blenhard
 - **PAC**, Sue Opsahl
 - **GRC**, Claudia Hochstein, Pat McQuillan (alternates), Michael J. Schultz (alternates)

UNFINISHED BUSINESS

Bureau of Mediation Services (BMS) Executive Order (Holub)

- **MSP** (J. Sullivan) to support BMS to sign the executive order for this program.

Diversity and Inclusion (Schoop)

- Discussed diversity and inclusion work (this includes people with disabilities) that the state is working on. Some of the issues are:
 - Hiring process
 - Retention
 - Career paths

NEW BUSINESS

Proposed Memorandum of Understanding (MOU), Iron Range Resources and Rehabilitation Board (IRRRB) (Holub)

- Presented and discussed the MOU.
 - **MSP (Bower)** to approve the MOU. Note: Chet abstained from the vote.

Executive Director (ED) Search

- Discussed a plan for hiring a new ED.
 - Next steps are to hire a professional to help us look for a new ED.

Executive Session Personnel Matter

- **MP (consensus)** to move into executive session at 3:15 p.m.
- **MP (consensus)** to leave executive session at 3:40 p.m.

Executive Director Interim

- Discussed Chet stepping in as the interim Executive Director position April 10.
 - **MSP (Kotta)** to appoint Chet Jorgenson as the interim Executive Director and President. This decision was unanimous.

Delegate Assembly (DA)

- The DA committee will begin to meet early next month. Members of the committee:
 - Todd Maki (member)
 - Ken Jackson (member)
 - Jerry Schmidt (member)
 - Joan Treichel (BOD)
 - Ken Kalamaha (BOD)
 - Carol Johnson (BOD)

Day on the Hill (Richard Kolodziejski)

- Total of 267 MAPE members participated.

STAFF REPORTS

- **Executive Director's Report (Dan Holub):** Transition, negotiations, and strategic planning.
- **Public Affairs & Communications Director (Richard Kolodziejski):** Written report covering: MAPE members take action on PPL!; Paid Parental Leave; 2017 legislative session update; 2017 Day on the Hill registration hits new record; Website activity heats up; Website gathers input for negotiations; Anti-Bullying; Agency budget stories; ERA Day on the Hill; Locals on social media.

- **Member Engagement, Development and Organizing Director (Lina Jamoul):** Written report covering: Organizing around Negotiations; Statewide Membership Drive; Paid Parental Leave; Other statewide work: *Diversity and Inclusion, MAPE's Anti-bullying task force, DCT, The Minnesota State Meet & Confer Team, MN.IT meet and confer*; Local reports from Business Agents.
- **MAPE Business Manager (Paul Schweizer):** Written report covering: Financial/HR Services; Database updates; Support to Locals and Committees; Technology; Elections.

MSP (Schoop) to adjourn at 4:25 p.m.

Next BOD meeting scheduled for April 21, 2017

Marcia Bierschenk, Statewide Secretary

Approved: April 21, 2017