

MAPE Board of Directors
April 21, 2017
8:40 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), 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)

MAPE staff: Lina Jamoul

Absent: Sue Opsahl (Reg 11)

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

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

MSP (Consensus) to adopt the Agenda as amended.

- Volunteers for Political Fund
- Political Ads
- Tech Task Force Report
- Other Member Comments

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

- **Region 6:** Kasondra Rogers is the new chair MNSure Meet & Confer chair and Todd Smoler is the new Vice-chair.
- **Region 2:** Julie Sullivan is retiring (Steward and Region 2 Director and Negotiations Rep). Her retirement celebration is on April 26 at Cork's Pub.

Board Stewards' Report (Jeffries and Treichel): None

OFFICER REPORTS

Treasurer's Report (Doheny)

- Discussed Financial Report update (March 2017)

Secretary's Report (Bierschenk)

- Executive Committee Meeting Minutes: April 7, 2017, Executive Committee Meeting Minutes provided as informational electronically.

2nd Vice President's Report (Peterson)

- Monthly Membership Report Update (March 2017)
- Total of 186 new members recruited in the month of March 2017
- Top Recruiter for the month of March Julie O'Connor, Local 701 (19) with 7 new members.
- Total of 9,548 statewide members (66.7%)
- Membership Committee – Motion to allow telecommuters to pick the local that is most convenient for them.
 - **MF** (Peterson) to allow telecommuters to let the commuters pick the local that is most convenient for them. Members have to stay in that local for at least one year.
 - **MF** (J. Sullivan) to put this on hold until later in the day so we can review the Bylaws.
 - **MP** (consensus) to refer this back motion to the Membership Committee to incorporate into the Bylaws (17/4).

Members Transferring Locals (Schoop)

- Provided an update on members transferring from one local to another in Unionware.

Membership Leadership Training (Peterson)

- Update on April 8, 2017 training.

1st Vice President's Report (Moran)

- Grievance Report (March 2017)
- ERC is no longer going to identify by grievance number in the minutes.
- Business Agents will provide additional Steward training if needed (Jamoul).

10:00 A.M. TIME CERTAIN: Preparing for the Loss of Fee Payer (Jamoul)

- PowerPoint presentation - *Fortifying MAPE Surviving and Thriving in a post-fair share world.*
 - Discussed hiring two more Business Agents to help our leaders and members build stronger locals (Jorgenson).
 - An updated budget was presented (handout).
 - **MSP** (Jorgenson) to approve hiring two more Business Agents (BA).
 - **MF** (Nelson) to amend the motion to hire one BA (traditional role) and one member assistant director (to focus on talking to members, answering questions, and are on call for members).
- Discussed position descriptions.

11:30 A.M. TIME CERTAIN: Member Comments

- No member comments.

1:00 P.M. TIME CERTAIN: Executive Session Personnel Matter

- **MP** (consensus) to move into executive session including Lina Jamoul at 1:00 p.m.
- **MP** (consensus) to leave executive session at 1:05 p.m.

STATEWIDE COMMITTEE REPORTS AND PAC

Negotiations Committee Update (Dunn and Doheny)

- Provided updates on negotiations, there will be small group discussions on unclassified, job audits, layoff flowcharts, training, phased retirement, on call/call back.

2017 Delegate Assembly (Treichel)

- The Planning Committee has started to meet.
- Committee members:
 - Joan Treichel, chair
 - Todd Maki, secretary
 - Ken Kalamaha (Region 10)
 - Carol Johnson (Region 1)
 - Jerry Schmitt
 - Ken Jackson
 - Paul Schweizer
 - Beth Paris
 - Sierra Plunkett
- Date: Sept. 22-23
- Location: Ramada 1330 Industrial Blvd NE Minneapolis, MN
- 112 Delegates

1:30 P.M. TIME CERTAIN: Building Strong Locals (Lina Jamoul)

- Provided an update on locals doing one-on-ones, small group conversations, IAF training, leadership development and taking action with the shared purpose of building power.
 - Dawn Cameron, local 1001 President presented updates on her locals experience building a strong local.
 - Peter Marincel, local 201 and 202 MAPE Business Agent presented updates on his experience building strong locals around Career Advancement.
 - Jerrie Jeffries, Region 19 Director and Chair of Meet & Confer presented updates on his experience building strong locals with other college campuses through meet & confer.

May 17th Action (Doheny)

- Provided an update on the action. The focus is on Paid Parental Leave (PPL), phased retirement, early vacation and accruals, additional funding for training, and general career paths. The goal is to present these issues to the Governor's office for support.

May 17th Action Budget (Doheny)

- Discussed DRAFT budget (handout), volunteers, and lost time. The budget needs a new line item to pull funding from, to pay for the event, and other similar events.
 - **MP** (consensus) to create a budget line titled Relational Organizing. Establish a \$100,000 budget for this line taken from the current Training budget line. Approve the draft budget for the May 17th action to come from this newly established Relational Organizing budget line.

2:30 P.M. TIME CERTAIN: Legislative Update (Richard Kolodziejcki)

- Provided an update on legislative session and PPL.
 - **Ask:** If you know of members who are not going to get the PPL benefit, please reach out to them and ask them to send an email to Tony Cornish at rep.tony.cornish@house.mn to express there concerns. If members need help drafting letters have them contact Roberta Heine, MAPE Public Relations Coordinator at rheine@mape.org.

Locals Missing Local Checkbook Audits (Doheny)

- Locals need to provide audits. These locals are past due: 901, 1001, 1202, 1301, 1302, 1304, 1401, and 2101.

Motion to adjust budget (Doheny)

- MSP (Doheny) to update the budget to reflect the two additional BAs that will be added to the budget.

MAPE Statewide Committee Task Force (Schoop)

- MSP (Schoop) to amend the Statewide Committee Task Force team to add one member from the Executive Committee to be appointed by the President.
- MSP (Schoop) to amend the Statewide Committee Task Force team to add one member at large for a total of five members to be appointed by the President.

11:40 A.M. TIME CERTAIN: Executive Session Personnel Matter

- MP (consensus) to move into executive session at 3:20 p.m.
- MP (consensus) to leave executive session at 3:40 p.m.

The Minneapolis Regional Retiree Council (MRRC) (Mike Landers, MAPE Associate member and former Region Director)

- MSP (Kotta) to support \$75.00 a year to the Minnesota State Retiree Council.
- MSP (Kotta) to sponsor \$150.00 for the May 6, 9-2 at the MN Nurses Association.

UNFINISHED BUSINESS

Workday Minnesota (Jorgenson)

- No Motion.

NEW BUSINESS

Executive Director Search (Doheny)

- Provided an update and discussed search, MOU, position description, and employment agreement.
- The redacted employment agreement will be emailed out to BOD by Beth Paris. BOD will provide feedback on position description and employment agreement by May BOD meeting.

Hiring Policy (Doheny)

- Provided an update on the edits made to the hiring policy.
 - MP (Executive Committee) to approve the edits to the Selection Committee Formation section:
 - **Selection Committee Formation:**
For the positions not hired exclusively by the Executive Director, the President shall form a Selection Committee which shall include the Executive Committee, the Chair or designated representative of the ~~Affirmative Action~~ Diversity Committee and the Director of the division where the vacancy has occurred. The President may also appoint two additional members, except when hiring for the Executive Director position, in which case additional appointees at-large shall be two Directors from the board and one each from the Local ~~Political Action Committee~~ Presidents Committee and the ~~Government Relations Committee~~ and the Government Relations Committee.
 - MSP (Dunn) to add the GRC Committee back into the policy.

OPPORTUNITIES AND STRATEGIC PLANNING

PRESIDENT'S REPORT

Financial Requests to MAPE from Other Organizations (Opsahl)

- MSP (Dunn) to postpone this item until next month when Sue Opsahl is here.

March for Science

- Discussed the march for Science.

Board Retreat

- Discussed board retreat structure and date. The retreat is six hours.
 - MSP (Peterson) to meet in May or June 2017 to replace a BOD meeting.
 - MF (Treichel) to amend the May meeting ~~extended to Saturday~~ or extend the June meeting by starting at noon on Thursday.

2017 Leadership Conference Minnesota Council of Nonprofit

- Provided an update on training that is available to BOD.

Volunteers for Political Fund

- The political fund needs volunteers.
 - Lee Sullivan volunteered.

Political Ads for AFSCME

- Discussed sponsoring political ads (digital and television).
 - MSP (Dunn) to put aside \$90,000 from undesignated reserves.

Tech Task Force Report (Schoop)

- Provided updates on Data Security and Access Management Standard (handout).

Other Member Comments, (Pedretti)

- MSP (Pedretti) to provide a phone conference number for member comments.
 - MSP (Schoop) to amend the motion that members have to preregister to use the service.

STAFF REPORTS

- **Public Affairs & Communications Director (Richard Kolodziejcki):** Written report covering: MAPE readies for Membership Drive launch; Invest in Me; MAPE members take action on PPL!; Check out MAPE Action for legislative info; 2017 legislative session update; DHS career advancement; MAPE website heats up; 2017 Day on the Hill participation hits new record; Meet and Confer video; Women's Committee update.
- **Member Engagement, Development and Organizing Director (Lina Jamoul):** Written report covering: Membership Drive; Building Stronger Locals Highlights; Negotiations Organizing; Fighting State Budget Cuts; Local Reports on Member Engagement, Development and Organizing from Business Agents.
- **MAPE Business Manager (Paul Schweizer):** Written report covering: No update this month.

MSP (L. Sullivan) to adjourn at 4:35 p.m.

Next BOD meeting scheduled for May 19, 2017

Marcia Bierschenk, Statewide Secretary

Approved: May 19, 2017