



MAPE Board of Directors  
February 16, 2018  
8:30 a.m. – 4:30 p.m.  
3460 Lexington Avenue North  
Shoreview, MN 55126

FINAL

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

**Present:** President Chet Jorgenson, 1<sup>st</sup> VP April Kane, 2<sup>nd</sup> 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 (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:**

**8:30 a.m.**

**Call to Order/Roll Call/Announcements/Housekeeping/New Local Officers/Retirements**

**Adoption of Agenda**

**Time Certain:**

11:30 a.m. Member Comments

Mark Toso (in-person re: deferred augmentation)

Deb Bergeron (via phone MNiT Meet & Confer)

11:45 a.m. to 1:00 p.m. James Burroughs, Chief Diversity and Inclusion Officer

2:00 p.m. Nic Frey & Ashley Erickson, The Future of MAPE: Recruitment Matters Debrief

**Minutes:**

DRAFT BOD Minutes:

- January 19, 2018: Minutes were just released on 2/16/18 – changes are to be submitted to Samsam

**OFFICER REPORTS:**

Local 401 – Membership Secretary, Mark Diehl

**Treasurer's Report** (Maki)

MSP (Maki) New committee members of financial committee:

- Scott Rood – Dept. of Revenue

- Marcia - MN State on Meet & Confer
- Ken Jackson – MMB

Budgets are needed from: 202, 501, 602, 901, 1001, 1202, 1301, 1302, 1303, 1304, 1501, 1602, 1701, 1702, 1801, 1903. Local audits: are due by end of March; Completed by: 701, 1501, 1901, 1903

Reminder of 50 miles need to be deducted on Lost Time sheet

BOD to hold 2 meetings w/o Lost Time –April and November 2018;

- MSP (Jeffries) reconsider having March BOD meeting as unpaid, verses April

### **Secretary’s Report (Abdalla)**

DRAFT Executive Committee Meeting Minutes:

- December 1, 2017
- January 5, 2018.

Minutes were provided electronically for informational purposes.

### **2<sup>nd</sup> Vice President’s Report (Treichel)**

- Monthly Membership Report Update for (January 2018)
- Total of 19 new members recruited in the month of January 2018
- Top Recruiter of the month is: Jessica Olson, Local 801 with 10 new members
- Total of 9901 statewide members
- Working on recommit process and adding billable to membership numbers

### **1<sup>st</sup> Vice President’s Report (Kane)**

- ERC meeting cancelled in January
- ADA training via Diversity Committee with ERC meeting on Thursday, May 17, 2018
- Advanced Steward Training – June 2018
  - Lina working with contract enforcers to expedite training

### **Communications**

### **Opportunities and Strategic Planning**

- Restructure Committee update will be provided at April BOD meeting

### **President’s Report**

### **Staff Reports**

- Presented Videos of Building Better Lives MN which showcased the importance of Unions which can be used at local meetings and shared. Videos can be found at: <http://bettertogethermn.com>

### **Membership Growth**

- Membership Survey results 5982 members responded

### **Day on the Hill – Next big adventure**

- Wednesday, March 21, 2018

## **Contract Actions**

- Capitol Feb. 20<sup>th</sup> rally

## **Elections**

- Highlighted PAC endorsements of union leaders

## **Steward and Chief Steward training**

- Local 1301 – 10 stewards had training
- Regional steward training in regions 2 and 21

## **Sexual Harassment**

- recommendation from MAPE included in report

## **Kelly Gibbons, Business Agent**

- Resigned last day 02/23/18
- MSP (Kotta) Motion to hire Business Agent exception to budget not hire behind a vacant position

## **Statewide Committee Reports and PAC**

### **Unfinished Business**

#### **Organizing & Political Grants process & policy update**

- Presentation on grant policy updates and creation of grant process by Ellena Schoop, Kassie Church & Beth Paris
- Grant process referred Finance committee for review & recommendation
- MSP (Church) to accept changes in policy in 3<sup>rd</sup> quarter

#### **Civic Organizing Grant**

- MSP (Schoop) motion to support 100% funding Civic Organizing grant \$10,000.00 for 2018

## **March BOD Meeting – Membership Recruitment**

### **Bylaw Change – Article VII**

Constitution & Rules reviewing changes

Checkbook – concern of removing a local officer

### **New Business**

Delegate Assembly 2018 – date, location & committee

- Beth Paris presented RFP's received and recommended the DoubleTree – Saturday, Sept 15<sup>th</sup>
  - MSP (Dreyer) approved Double Tree in Bloomington for 2018 Delegate Assembly on Saturday, September 15
- MSP (Schoop) have BOD members and MAPE members to make up the DA Planning Committee
  - Ken K., Darci Wing, Jerry Jeffries, Ken Jackson, Jerry Schmitt

Special Election Debrief

Membership Survey Webinar/Call

- Emma white phone conference Feb. 27<sup>th</sup> @ noon

- Apps Innovation Team discussion (Schoop)

#### Member Training

- Freedom Library Labor training \$59 - 6 weeks; typically, open to cap of 10 members with a financial cap of \$5,000 for President/\$10,000.00 Executive Comm.

Brown & Bieglow

Board Steward needed

Mary Rock, Jerry Jeffries, Ellena Schoop

## Board Steward

**Board of Directors Revision Date:** 4/16/2010, 7/21/2017

**Summary:** Ground rules for conduct at meetings of the Board of Directors.

### Related Information:

Policy: The Board of Directors will elect Board Stewards from its membership. The Board Stewards will accept **anonymous grievances dealing with the conduct of business** at Board meetings. The Board Stewards must ensure the confidentiality of all anonymous grievances. The Board Stewards shall present these grievances at the beginning of each meeting and following breaks. Some grievances may simply serve as reminders that some members **are not following the ground rules**; others may require formal Board action. The Board Stewards will notify the chair if an alternate (appointed by the Board Stewards) is to serve at meetings that s/he is unable to attend. - Everyone agrees to be **honest and straightforward in their Board activities.**

- Stay on the topic.

- It is OK to disagree – but personal attacks will not be allowed.

- Everyone has a right to participate.

- Wait to be recognized by the chair before speaking.

- Evaluate ideas – not people.

- Listen to others.

- Be polite and respectful to speakers and others.

Board members are encouraged to bring concerns to the Board for consideration by the full body. Interaction of all members will create a synergy and better understanding and resolution of the issue presented. Board Stewards are to enforce the Board Steward Policy.

When BOD is in executive session, post signage and close doors

- MSP (Dryer) motion to adjourn at 3:30 p.m.

### Region Reports

### Committee Reports

### Correspondence

### Board Stewards' Report

### Meet & Confer Reports – Included

**Next Board Meeting(s)** BOD Blitz: Thursday, March 15, 2018

## **Good & Welfare**

### **Standing Rules:**

Time Certain Adjournment: No later than 4:30 PM.

Extensions in  $\frac{1}{2}$  hour increments, require a  $\frac{2}{3}$  vote to extend.

Debate is limited to 3 speakers for and 3 speakers against the motion on the floor.

To amend or rescind  $\frac{2}{3}$  vote is required. Majority required for suspension.

**Please bring any carryover items back with you each month as they will not be reproduced.**