**Local 2001 Monthly Broadcast Minutes**

**August 4, 2020**

**12:00-12:30**

1. Standing Reports
2. Secretary Report:
3. Treasurer’s Report: (attached)
4. Membership Secretary’s Report (attached)
5. Chief Steward Report: (attached)
6. Regional Director Report: (attached)
7. Negotiations Report: .
8. Business Agent (OBA) Report:

1. New Business
	1. Any questions on submitted reports?
	2. Jay Smith, Region 20 Negotiations Representative, reported that the statewide Negotiations Team has met once and they meet again tomorrow. Contact Jay Smith (jsmith@winona.edu) if you want to be involved with negotiations this cycle.
	3. Delegate Assembly Resolutions  <https://mape.org/committees/delegate-assembly-da> Please look these resolutions over. We will discuss at September meeting.
	4. Have you responded to the “Virgin Pulse” emails that have come to your state email account?  They are a way to save money on your deductible in 2021. Sign up (for free) and earn 200 points by October 21, 2020 to get the first $70.00 of your health care deductible paid in 2021.
	5. Guest speaker, Cathleen Cotter, MAPE Political Council President talked about the first year of the Political Council. During the first year they have focused on elections and education. They did have a Corrections Day on the Hill and then COVID shut everything done. We did get Alex Smith Insulin bill passed and our MAPE contract passed. Vote by mail this year—mail by October 20 this year.

Meeting ended at 12:30 for PCA and WSU Meet and Confer local meetings—PCA will use an alternate way to meet and WSU will continue on this ZOOM connection at 12:30.

Upcoming Important Dates in 2020

* Tuesday, August 4 @ Noon, Local 2001 Informational Broadcast
* Tuesday, August 4 @ 5:15pm, Quarterly Steward Meeting via ZOOM
* Wednesday, August 12, 12-4:30pm, Region 20 Leadership Retreat
* Friday, August 14, Basic Steward Training
* Friday, August 28, Advanced Steward Training
* Tuesday, September 1 @ Noon, Local 2001 Informational Broadcast
* Saturday, September 19 MAPE Delegate Assembly, Bloomington, MN
* Tuesday, October 6 @ Noon, Local 2001 Informational Broadcast
* Wednesday, October 14 @ Noon, Steward Seminar via GoToMeeting
* Friday, October 23, Advanced Steward Training
* Tuesday, November 3-😊VOTE in National, State and Local elections!  😊
* Tuesday, November 10 @ Noon, Local 2001 Informational Broadcast
* Friday, November 13, Basic Steward Training
* Tuesday, December 1 @ Noon, Local 2001 Informational Broadcast
* Tuesday, December 1 @ 5:30pm, Quarterly Steward Meeting, Winona

**August 2020 Chief Steward Report**

We have been navigating COVID-19 over the past few months. If you have questions that arise from the COVID response, please reach out to a local steward. We have been working with management to make sure we are adhering to the executive orders as well as the contract. Some of you may be returning to on-site work over the next month or two. Please be sure to reach out to a steward if you have safety questions.

Stewards in the region continue to handle investigative interviews, grievances and performance review appeals for our members. We currently have 12 open grievances, 4 of which await arbitration. Our most common grievances are in discipline and vacation.

Have you ever wanted to be a steward? MAPE is offering training August 14 and November 13. Basic Steward training is held at the central office in Shoreview (3460 Lexington Ave N, Suite 300, Shoreview, MN 55126). You will be reimbursed for time lost from your job and expenses such as mileage and meals. If you are interested, please contact Kay (kpedretti@winona.edu) OR register on the www.mape.org website. These classes run from 8:30am until 4:30pm. At this time, this training is being held virtually, so you do not need to travel to Shoreview.

If you are a current steward, Advanced Steward Training classes will also be offered this year. The 2020 dates are August 28 (this is a changed date since last month!) and October 23. These classes also run from 8:30am until 4:30pm. If you are interested, please register at [www.mape.org](http://www.mape.org). This training is also being held virtually at this time.

If you ever get called into an investigation or think you have a situation that may be a violation of the MAPE contract (grievance), don’t hesitate to reach out to me at kpedretti@winona.edu

Sincerely,

Kay Pedretti

Region 20 Chief Steward

**August 2020 Membership Secretary’s Report**

#### Local 2001 Percentages- As of 7/14/20

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| Local 2001 Percentages

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| **Person Type** | **Record Count** | **Percentage** |
| Billable Member | 10 | 2.02 % |
| Member | 347 | 69.96 % |
| Non-Member | 139 | 28.02 % |

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| . |

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**Including Billable Members, our Local’s Membership is at 71.98%**

Please help by signing up new employees or asking non-members to join as a member at your work site or let me know if there is someone we should be getting in touch with!

**Upcoming Quarterly Membership Meetings:**

Red Wing: Time and place TBD.

**MAPE Region 20 Regional Directors Report**

**July 17, 2020 (via Zoom)**

 I was asked to represent Region 20 at the monthly Board of Directors meeting, which was held via Zoom on July 17th, 2020.

We had a full agenda (attached), most of which we were unable to address on the 17th.

The greater part of the day was spent in “Executive Session”, which is a private meeting the Board enters when there are matters of a sensitive nature typically concerning personnel issues. In accordance with Roberts Rules of Order, Legislative policy and past practice, matters discussed in Executive Session remain confidential.

I’ve included both the initial meeting agenda as well as the draft meeting minutes (the record of what actually got done) so members can see how the day was spent, as well as what motions were approved when the Board came out of Executive Session.

 I’ll be happy to stand for any questions.

Respectfully submitted,

 ~Jay Jay Smith President,

 Local 2001 MAPE Southeast MN



**BOARD OF DIRECTORS AGENDA**

**July 17, 2020**

**8:30am – 4:30pm**

Location: zoom

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1. **Call to Order and Roll Call**
2. **Agenda Planning**
3. **Adopt Agenda**
4. **Appointments**
5. **Tactical goals**
	1. Challenges and opportunities
	2. Measurables
6. **Equity work**
	1. 21-day challenge
	2. Region 12 and 20 report on training
	3. Equity and Justice Black Caucus Petition
		1. <https://bit.ly/2VRyrNg>
7. **Executive Committee Plan**
8. **Process for statements**
9. **Thomas Kern Scholarship**
10. **Modification of election policy**
	1. Board powers outside of election rules
	2. Process for creating policy
11. **Delegate Assembly resolutions Q&A forums**
12. **Political Council presentation**
13. **Member Comments – 11:30am**

**Time Certain:**

**11:30am – Member Comments**

**Standing Rules:**

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

Extensions in ½ hour increments, require a 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 2/3 vote is required. Majority required for suspension.

**Consent Agenda:**

1. Minutes
	1. Executive team – 2 July 2020
	2. Board of Directors – 19 June 2020
2. Officer Reports
	1. President
	2. Vice President
	3. Treasurer (not included)
	4. Secretary (not included)
	5. Political Council
	6. Organizing Council (not included)
	7. Board development group (not included)
	8. PAC (not included)
	9. Regions (not included)
	10. Meet and Confer
	11. Executive Director (not included)

**BOARD OF DIRECTORS**

**Minutes July 17, 2020**

**8:30am – 4:30pm**

**Location: zoom**

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Meeting called to order at 8:30

Present: Region 1 Darci Wing; Region 2 Chris Cimafranca (for Randy Shimpach); Region 3 Shanna Schmitt; Region 4 Chris Smith; Region 5 John Bower; Region 6 Tabatha Ries-Miller (after roll); Region 7 Ellena Schoop; Region 8 Ken Rodgers (after roll); Region 9 Stephanie Meyer (replaced at 11:30 by Allison Steinmaus); Region 10 Jackie Blagsvedt; Region 11 Jessica Raptis; Region 12 Tess Flom; Region 13 Lois Tucke (after roll); Region 14 Ann Adkisson; Region 15 Bryan Kotta; Region 16 Darren Hage; Region 17 Mike Terhune; Region 18 Tim Beske; Region 19 Jerry Jeffries (after roll); Region 20 Jay Smith (for Angela Christle); Region 21 Sarah Sinderbrand; SW President Megan Dayton; SW Vice President Thu Phan; SW Treasurer Todd Maki; SW Secretary Lynn Butcher; Organizing Council Chair Sarah Evans; Political Council Chair Cathleen Cotter Staff: Lina Jamoul Guests: Whitney Terrill; Maurice Wilson; Leah Solo

 Adopt Agenda

Treasurer Maki requested to have the Treasurer Report moved out of the Consent Agenda and onto the Agenda. Adopted by consensus. Investigation SW President Dayton handed the meeting chair duties to SW Vice President Phan. SW President Dayton and ED Jamoul left the meeting. M(Cotter?)SP to enter Executive Session. Motion passed 25/0 Executive session entered at 8:45 a.m. Executive session exited at 11: 16 a.m. M(Ries-Miller) SP that the Board of Directors find Megan Dayton to have violated the Harassment policy when she posted a video to her campaign website accusing Mike Landers of blackmail. Motion passed 17/6 M(Ries-Miller) SP to accept the findings of the third-party investigator that Mike Landers did not violate the Harassment policy. Motion passed 19/3 M(Ries-Miller?) SP to return to Executive Session after the time-certain for Member Comments in order to discuss a remedy. Motion passed 18/7 Member Comments SW Vice President Phan returned chair duties to SW President Dayton. Whitney Terrill – pointed Board members to the document in the board packet proposing to expand the associate membership to laid off members as a way to maintain contact and engagement; shared with the board some of her experiences associated with the Bob Kroll Statement. Maurice Wilson – had come to the board to request support for the Diversity and Inclusion Caucus petition; admonished the Board for interrupting and cutting off Member Terrill. M(Smith)S to censure the director for interrupting a member who was sharing important information the Board of Directors needed to hear. M(Ries-Miller) to amend the motion to read: censure Tabatha Ries-Miller for enforcing the Board rules. Amendment ruled out of order by SW President Dayton. Original motion: M(Smith)SP to censure the director for interrupting a member who was sharing important information the Board of Directors needed to hear. Motion passed 15/7 Investigation Continued SW President Dayton handed chair duties to SW Vice President Phan. Executive session re-entered at 12:50 p.m. Executive session exited at 1:?? p.m. M(Kotta) S that the Board issue a written reprimand to Megan and require a statement be posted to the website for a period of no less than six months and no more than 12 months and that the statement be reviewed and approved by the Board of Directors prior to posting. M(Butcher) SF to amend the motion to change replace “statement” with a “video message acknowledging harm done to the organization and calling for solidarity and moving forward. Motion failed 8/13 M(Cotter) SP to split the original motion. Motion passed by consensus First part: MSP that the board issue a written reprimand to Megan. Motion passed 22/0 Clarified to understand that the reprimand will be written by SW Vice President Phan with feedback from the Executive Team. Second part: M(Kotta) S to require a statement be posted to the website for a period of no less than six months and no more than 12 months and that the statement be reviewed and approved by the Board of Directors before posting. M(Terhune) SP to replace “not less than six months and no more than 12 months” with no less than one month and no more than two months.” Motion passed 23/0 M(Ries-Miller) SF to change “posted to the website” to “posted prominently to the MAPE homepage where it is easily accessible.” Motion failed 10/12 Amended second part: MSP to require a statement be posted to the website for a period of no less than one month and no more than two months and that the statement be reviewed and approved by the Board of Directors before posting. Motion passed 14/10 SW VP Phan returned chair duties to SW President Dayton at 2:15 p.m.?? Responding to member feedback of Bob Kroll statement (moved up in agenda by consensus) Process for statements (Dayton, Jamoul) – SW President Dayton and ED Jamoul requested feedback on the statement process. The Board requested clarity on what constitutes an emergency situation for governance purposes and clarity and expansion of the review by members who are likely to be impacted. Statement from Board of Directors to DOC members (Board) M(Jeffries)S that Comms draft a statement from the Board of Directors that addresses the members’ request and that DOC members review the statement. Clarification was sought on the motion. ED Jamoul and SW Secretary Butcher provided context on the requests and the work that had been done so far. Several members have dropped, including longtime leaders in DOC; one local president and one board member have dropped their PAC membership. Drop numbers are on par with recent months. In order to provide guidance to Comms, each director was asked to share their experiences with member reactions to the statement. Major themes were: • Some directors have received no feedback • The majority of feedback received has been positive; • Negative feedback has come primarily from DOC members, but have also heard negative feedback from a handful of non-DOC members • Some members have expressed disappointment or upset with MAPE for not doing more than just make a statement • Some members do not seem to know anything about the statement • Some directors have brought the statement up to their locals and talked it out • Reactions from Greater Minnesota differ from those in the metro area, and within some Greater Minnesota regions, differ between locals • MAPE needs to take stronger action around equity M(Schmitt)SP to extend the meeting time by 30 minutes. Motion passed by consensus. M(Schoop)SP to have listening sessions. Motion passed by consensus. M(Schoop) SP to start a series of newsletter stories around equity. Motion passed by consensus. M(Blagsvedt) SP to amend the motion to bring it in line with the new statement policy language about impacted members. Motion passed by consensus. Amended motion: MSP that Comms draft a statement from the Board of Directors addressing members’ requests and that it is reviewed by members who have been impacted. Motion passed 18/5 Appointments (Dayton) SW President asked for consensus for her appointments to Negotiations; Elections Committee; Nominations Committee, Constitution and Rules Committee. Appointments approved by consensus. M(Schmitt) SF to extend the meeting by 30 minutes. Motion failed 14/8 for lack of reaching 2/3 threshold. Meeting adjourned at 5 p.m. Standing Rules: Time Certain Adjournment: No later than 4:30 PM. Extensions in ½ hour increments, require a 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 2/3 vote is required. Majority required for suspension. Consent Agenda: 1. Minutes a. Executive team – 2 July 2020 b. Board of Directors – 19 June 2020 c. Executive team – 24 July 2020 2. Officer Reports a. President b. Vice President c. Treasurer d. Secretary (not included) e. Political Council f. Organizing Council g. Board development group (not included) h. PAC (not included) i. Regions (not included) j. Meet and Confer k. Executive Director

Appointments:

Negotiations (3)

* Ilyas Ali (DEED)
* Claudia Hochstein (PCA)
* Shawn Swinson-Stafford (MDHR)

Elections (5)

* Stephanie Boucher (ADM)
* Christopher Cimafranca (DHS)
* Andrea Long (DOC @ Stillwater)
* Dan Dodge (Lottery)
* Elizabeth Eaton (DHS)

Nominations (5)

* Josh Barnack (DHS)
* Thomas Hensch (Hennepin Tech)
* Elizabeth Samuel (MNIT@DNR)
* Tracey Bartkowitz (DHS DCT)
* TBD

Constitution and Rules (5)

* Zinet Kemal (MNIT@DHS)
* Sally Reynolds (MDE)
* Rhianon Sargent (MDE)
* Quinn Carr (PCA)
* Alexis Lohse (DLI)