

**Local 2001 Meeting Agenda**  
**March 1, 2022 @ Noon**

Steven Speltz called the meeting to order at 12:05 pm.

1. Standing Reports - Highlights Only - Full Report attached
  - a. Secretary Report: Kay Pedretti reported that the minutes are posted at <https://mape.org/locals/2001> Click on minutes tab.
  - b. Chief Steward Report: (Attached) -Anthony Riesberg reminded us to stay connected with stewards when we have questions. On March 11 Steward of Region 20 will be meeting to learn more about FMLA and ADA topics. MAPE Basic Steward Training is coming up on 4/8/22 and 6/10/22.
  - c. Treasurer Report: (Attached) Rick Indrelie stated we have over \$30,900 in Local 2001's treasury. We have only a few expenses coming in, so our balance continues to grow. Rick will be stepping aside in May/June, and we will need a new treasurer. If you are interested, please contact Steven Speltz.
  - d. Membership Secretary Report: (Attached)-Nicole Sokolofsky was unable to attend today. Our current membership numbers are 69.04%. She is working on Membership recruitment.
  - e. Regional Director Report (Attached)-Angela Christle was able to attend, but her audio was not working. Strategic planning is taking a big portion of the BOD's time. BOD would like to have members attend the Board meetings on the 3<sup>rd</sup> Friday of the month. Member comments are at 11:30am at each meeting.
  - f. Organizing Business Agent Report: Pete Marincel was unable to join us today. He is at a planning meeting for lobby week. If you are interested in attending Lobby Week next week, please reach out.
2. MAPE Minute -John Ferrara, Vice Chair of the Political Council gave us a Legislative update. He encourages everyone to reach out to their legislator and establish a relationship with them. Let them know you want the MAPE contract passed. Legislators are also looking for stories to explain why other legislators should support our contract.
3. MAPE Tip- Union News comes on a regular basis to your email address. Take a look at it for details on what is happening at MAPE. Other sources of information <https://workdayminnesota.org/> EAP is always a good source of info for other things <https://mn.gov/mmb/segip/health-and-wellbeing/eap/>
4. Nominations are open for Delegates/Alternates to Delegate Assembly, Negotiations Rep and Regional Director. Send nominations to Ben Nagel or Jesse Krusmark. They will verify our nominees and submit them to MAPE central for the election.
5. Rick, our current Treasurer will be stepping down in May/June. We are seeking a new Local Treasurer. Please contact Steven Speltz if you have any interest.
6. Feel free to always leave ideas in our digital Suggestion box [https://winona.az1.qualtrics.com/jfe/form/SV\\_6lg5IBKF768W1sa](https://winona.az1.qualtrics.com/jfe/form/SV_6lg5IBKF768W1sa)

The meeting adjourned at 12:45pm

**2022 Important Dates**

February 25--8:30-4:30-Advanced Steward Training  
March 1 – Noon: Monthly Meeting Broadcast via ZOOM  
April 5 – Noon: Monthly Meeting Broadcast via ZOOM  
April 8--8:30-4:30-Basic Steward Training  
April 29—Region 20 Leadership Retreat  
May 3 – Noon: Monthly Meeting Broadcast via ZOOM  
June 7– Noon: Monthly Meeting Broadcast via ZOOM  
June 10--8:30-4:30-Basic Steward Training  
July 12- Noon: Monthly Meeting Broadcast via ZOOM (note we moved this meeting date)  
August 2- Noon: Monthly Meeting Broadcast via ZOOM  
August 12--8:30-4:30-Advanced Steward Training  
September 6- Noon: Monthly Meeting Broadcast via ZOOM  
October 4- Noon: Monthly Meeting Broadcast via ZOOM  
October 8—MAPE Statewide Delegate Assembly via ZOOM  
October 14--8:30-4:30-Basic Steward Training  
November 1- Noon: Monthly Meeting Broadcast via ZOOM

December 6- Noon: Monthly Meeting Broadcast via ZOOM  
December 9--8:30-4:30-Advanced Steward Training

## **February Membership Secretary's Report** **Local 2001 Percentages- As of February 23, 2022.**

**Including Billable Members, our Local's Membership is at 69.04%**  
**Local 2001 Percentages**

<b>Person Type</b>	<b>Record Count</b>	<b>Percentage</b>
Billable Member	11	2.24 %
Member	328	66.80 %
Non-Member	152	30.96 %

### **3/17 Membership Planning Retreat at MAPE Headquarters**

## **February 2022 MAPE Chief Steward Report**

Steward Tip: Make Time For Additional Steward Training Opportunities

The year has already started out quickly with January moving to the rear view mirror.

As MAPE Stewards we actively work to support and answer questions from MAPE Members, do our best to try and improve workplace conditions and address contract violations when they occur.

These are all great way to support MAPE and our members but remember to also take care of yourself by talking with other stewards and by taking advantage of Steward training opportunities being offered by MAPE.

This year MAPE is offering a series of leadership training opportunities on a variety of different topics and these are being videotaped so you can access them at a time that works good for you if you are unable to attend training that you are interested in (please see the MAPE website).

Shortly we will begin offering monthly opportunities for Region 20 Stewards again for Stewards to connect with each other and to address questions and concerns as well as training subjects suggested by Stewards in the Steward poll that was sent out last year.

We will also start offering Region 20 Steward Check In dates and times on a variety of days and times where you can check in with other stewards that are available and have a time to focus on specific questions or concerns that you may have.

Thank you for all you are doing for MAPE and our members.

Sincerely,  
Anthony Riesberg  
Region 20 Chief Steward

Basic Steward Training 1/28/22

Advanced Steward Training 2/25/22

Basic Steward Training 4/8/22

Basic Steward Training 6/10/22

Advanced Steward Training 8/12/22

Basic Steward Training 10/14/22

Advanced Steward Training 12/9/22

**REGION 20 DIRECTOR'S REPORT~ANGELA CHRISTLE**

## FEBRUARY 2022

Hello Region 20 Local 2001.

**As in past reports that I have provided for our region you will find info on the board meeting and the happenings across Minnesota with MAPE. We provide reports out to members in the local as well as reports to the board in regards to what is happening in other regions and amongst all of us as MAPE members. I have provided the copies of most of the reports that were available as part of my summary. For future, please let me know if this is too much, or if you like all of the info. Instead of repeating all that has been said in the reports I will let you read through and if you have any more questions please let us know at our local meeting on March 1,2022. You may reach out by phone ore email as well if you are unable to make it to the scheduled meeting. [angelarchristle@gmail.com](mailto:angelarchristle@gmail.com) or [angela.christle@state.mn.us](mailto:angela.christle@state.mn.us) or call at 507.351.6899**

**I do want to share that we have had several members in Region 20 workign together to pull together legislative action around our contract and we will be meeting with Senator Carla Nelson and representatives in our region. Thank you to all members who have agreed to participate in these virtual discussions that will be happening on March 7<sup>th</sup>. Please be sure to register for this date at mape.org if you have not already. This is important work and it is us that needs to stand together to ensure we are heard and listened to about what we do , how we do it and how we have managed successfully in a crisis and ongoing pandemic! MAPE staff have really jumped into action with this as well and together we are all committed to make every effort to get this contract passed.**

**Region 20 is also engaging in efforts to build membership and engagement an will continue to reach out to nonmembers and new members. If you are a nonmember, new member or a member that wants to be more connected please do not hesitate to connect with us! Ther is a Organizing Event on March 17<sup>th</sup>, if you want to know more, read below.**

**Go to the mape.org website to register for events and trainings. There is a lot happening !**

The Board of Director's met on Friday February 18,2022

President appoints Melissa Towle, Robert Johnson, Chandra Petersen and Richard Pospichal to DEED M&C; Axelina Swenson to MNIT M&C; Kay M. Pedretti as alternate to M State M&C.  
*M(Political Council)SP to approve appointments. Consensus.*

**~I would like to point out that we have some of our own Local 2001 members newly appointed to meet and confers. Rich Pospichal and Kay Pedretti. There are several other Local 2001 members that are on Meet and Confers as well and I think this is a true reflection of the dedication that our members have to the work that we do to support each other at our worksites and beyond. Region 20 has active leadership engaging on a daily basis with management. If you want to know more or are giving consideration to becoming involved on your Departments Meet and Confer, let us help you connect.**

### **Situational Updates**

ICED Report:

February 11, 2022

*Submitted to the Board of Directors*

*by Leah Solo and Mike Asmus, Interim co-Executive Directors*

The year has started off with significant amount of activity for MAPE staff as we prepare for the legislative session, push forward powerful trainings, and onboard our new staff. Through it all, we are working hard to collaborate across departments and assist members in their leadership development whenever possible.

### **Legislative Session: Prep and hitting the ground running**

In the lead up to the beginning of session, staff worked with MAPE leaders to meet with elected and appointed officials to get session off to a positive start for MAPE members. In January, staff and members worked together to weigh in with the Governor's staff, coalition partners, legislators and the media about the budget surplus and the Governor's plans. Privately we raised concerns about the tax breaks for corporations and publicly we praised the plans for support for Frontline worker pay.

Top of the priority list is ensuring that the Contract passes, and we have been hard at work both working with elected officials at the Capitol to move the legislation and collaborating between staff teams and members to launch Lobby Week recruitment. If you haven't signed up yet, please do that [here](#). To launch Lobby Week, we worked with a panel of members to present the Legislative session Sneak Peek on January 27. Over 100 members attended.

Frontline worker pay is also continuing to move and members have been front and center, testifying at hearings, and attending coalition meetings.

We know that in this partisan environment it will be incredibly important for members to be telling their stories at the capitol. MAPE members stepped up for the state during the pandemic. Now the state needs to pass the contract to support our members.

### **Leadership Training Series: Sign up!**

Business agents have worked hard to develop a leadership training series and jointly present it with members. The series is covering everything from Union 101 to issue campaigns to virtual organizing. You can sign up and see past videos of the trainings [here](#).

### **New Year, New Staff**

These first two months of 2022 have brought MAPE 5 new staff members to bring onboard. Todd Maki, former Treasurer of MAPE, began as our new Operations Director in the first week of January, while transitioning Paul Schweizer into retirement. Additionally, Suzanne Al-Kayali has joined MAPE as the new Executive Assistant, a position which had been vacant for almost 2 years. Todd and Suzanne have brought new energy and a focus on making our systems more efficient and effective.

Two of the three new business agents started with MAPE on January 24. Meron Negussie and Frank Cave-LaCoste have hit the ground running, taking turf, meeting members and taking action. Adam Kamp begins at MAPE on February 14.

### **Merging the split**

To provide staff with the resources they need to successfully work on organizing and enforcement, we have begun the process of merging Organizing Business Agents with Enforcement Business Agents with needs assessments of staff. One on one conversations between Mike and BAs will continue for a couple of weeks as we determine what training and resources will help this merger be successful. To reiterate, we plan on this merger taking 4-6 months and will communicate more broadly when turf is reassigned.

### **Tech needs**

Speaking of assessment, Suzanne and Todd have been working together with the Operations department to plan for a Technology needs assessment of both staff and member leaders. Look for more in the coming days.

## End of the year finances

Our outgoing Business Manager, Paul Schweizer and in coming Operations Director, Todd Maki, have worked together with Julie and Zen to wrap up finance work from 2021 and upload our new budget, paving the way for a smooth financial transition.

## Building maintenance and usage

In Todd's first month as Operations Director, he has also jumped into upkeep of the office. Former staff's offices have been cleaned out and several staff members have offered their offices up for new staff to share.

Additionally, MAPE merchandise has now been centralized on the first floor allowing for better organization of merchandise.

Regular maintenance, including new air filters were also taken care of this month.

As some members consider in person meetings, we ask that the committee chair contact Todd to make arrangements and for the committee chair to be present the day of the meeting. As a reminder, masks are still required in the MAPE building.

## Supporting members taking action

- DNR Organizing Continues: This past Wildfire season was a challenge for everyone and particularly those on the frontline of fighting the fires. After the season was under control, we had a regional listening session and a series of listening sessions for DNR staff via the meet and confer team. Our leadership team is working on a petition, meeting with management and planning escalation.
- DOR: The Department of Revenue M&C team negotiated an MOU over the office closures in Mankato and St. Cloud.
- Negotiations: It may be the "off" year, but Negotiations Team is still working. Negotiations team met to discuss the contract and participating in Lobby week to get our contract passed by the legislature.

## Stories: Central to our work

Finally, as we advocate at the Capitol, work with the administration, and prepare for elections, our member stories will be central to our efforts. Look for steward spotlights, highlights from the Capitol, and Lobby week Trainings all featuring our members and their powerful stories about making Minnesota's state government work everyday.

## Monthly Membership Database Update (2/7/2022)

	<u>New Hires</u>	<u>New Members</u>	<u>Drops</u>	<u>Total Members</u>
Jan. 2022	182 (not final)	73	6	10,517
Dec. 2021	125	102	5	10,528
Nov. 2021	140	44	5	10,516
Oct. 2021	145	75	8	10,509
Sept. 2021	176	74	11	10,506
August 2021	139	85	9	10,560
July 2021	106	57	9	10,594
June 2021	109	82	7	10,655
May 2021	111	43	11	10,691
April 2021	84	40	11	10,727
Mar. 2021	95	32	6	10,770
Feb. 2021	73	37	11	10,833
Jan. 2021	106	38	11	10,861

## **Strategic Planning**

M. State Partners J. Haggar and L. Ware provided a PowerPoint presentation on strategic planning. Next steps are to approve plan at March meeting.

**~following our next board meeting in March I will provide a thorough update on the Strategic Plan. Thank you to all who have participated in this process. Many of you have done so through interviews, additional meetings and surveys. Once it is pulled together next month we will soon thereafter be able to share it out and have more discussions around it.**

## **Member Comments**

Local 301 Member Shanna Schmitt submitted comments about the merging of Treasurer/Secretary roles in times of a vacancy as being a high workload for one person.

**~A good time to remind each of you that you are welcomed and encouraged to come to members comments at any board meeting. You are welcomed to attend any board meeting as well. Members comments have traditionally been at 11:30 but we are also in discussions about being more flexible for members comments time frames to allow for more opportunity for members to speak. The link for the Board meetings will always be available to anyone who has an interest. Either reach out to President Dayton: [mdayton@mape.org](mailto:mdayton@mape.org) or myself Angela Christle [angela.christle@state.mn.us](mailto:angela.christle@state.mn.us) [angelarchristle@gmail.com](mailto:angelarchristle@gmail.com)**

## **Governance**

Committee Reports were given from Political Council, Organizing Council, PAC, Meet and Confer, ERC, Political Fund Oversight Workgroup, Building Corp., Board Governance Workgroup, Finance Workgroup, Diversity and Belonging Committee without action.

~you will find all reports below

### **The Coalition Building Workgroup**

***M(Political Council )SP to donate \$5,000 from the Coalition Building budget to Unite HERE Local 17 for strike preparation regarding the Kahler workers in Rochester. Consensus.***

**~A fundraising event was brought to MAPE Local 2001, we took this information to the MAPE board and as seen above, the board approved a donation to UNITE HERE in their Local 17. I would like to reiterate the importance of supporting our fellow labor unions especially in their time of need. This funding will help them support any strike efforts that they may go forth with. A reminder that UNITE HERE Local 17 was a tremendous supporter of MAPE Local 2001 back in 2001 when we were on strike. We stand in solidarity.**

### **Delegate Assembly Planning Taskforce**

***M(Region 15)SP to reauthorize the DAPT for DA22. Consensus.***

*Region 1 Director Wing, Jerry Schmitt, Region 5 Director Moore, Region 11 Director Raptis, and Local President 1801 Gretchen Scharmer signed on to the DAPT.*

~Delegate Assembly is getting underway for planning. The date of DA has been moved to October 10, 2022. This was to accommodate any holidays. A reminder that elections are open for nomination for any who want to participate in Delegate Assembly this fall. You will need to have your personal statement ready to go to be considered. Stay tuned for more information. Local 2001 has a total of 9 delegates and alternates that can participate. If you want to know more about how it works or what you are expected to know and do, please reach out to any of your local and/or regional leadership team. WE are glad to share our knowledge and experience and we welcome all who have an interest. This will be a virtual event again this fall. Last fall our local did get together in person to join in on the virtual group. This was a good way to at least still be in the same room in a pandemic safe manner and discuss resolutions and thoughts together with more ease. This is not a requirement though if you are not comfortable being in person. This is also a good time to remind members that if you have thoughts about writing resolutions that come before Delegate Assembly it is a good time to begin working with others to get that underway. The resolutions typically need to be submitted in early July. We may have a bit of a different timeline this year due to moving the Delegate Assembly out a few weeks. The Delegate Assembly is MAPE's highest governing body.

#### Executive Committee

*M(EC) to approve the Treasurer/Secretary resolution. **Passes 11/10/1.***

**~this is the resolution to have the open Treasurer's position merge with the Secretary's position until the Treasurer's position is filled in the upcoming elections.**

#### POLITICAL COUNCIL Report to BOD February 11, 2022

Nicole Juan gave a PAC update:

They developed an expedited endorsement process for current legislators. Endorsement screenings (virtual) have been scheduled for February 28<sup>th</sup> and March 4<sup>th</sup>.

- Discussion of Governor endorsement
  - Listening sessions on March 15<sup>th</sup> and 16<sup>th</sup> in the evening (90 minutes)
  - Inviting all gubernatorial candidates for meetings ~March 19

Negotiations team members Kirsten Kirchoff-Franklin, Adam Novotny, Jerry Schmitt, and Nicholas Snavelly joined us. Negotiations Team agreed to reach out to locals to recruit for Lobby Week.

- They committed to support recruiting for the Lobby Week Rally
- There was discussion of assigning a Negotiations Liaison and Kristen volunteered to take the role, and this was formalized by a motion (M/S/P) to appoint Kirchoff-Franklin as Negotiations Team Liaison

Cotter gave an Executive Team Report

- Meet and confer meeting with OPEIU
- Recap with James and Lucinda
- Delegate Assembly will be October 8<sup>th</sup>

- Potential Steward Summit
  - Posted to website – Combining Treasurer and Secretary positions when either is vacant

Political Fund Report/Political Shifts Commitment **2020 stats:**

Group	Shift number	Notes
Political Council	196	20 shifts Pre-GOTV, 8 GOTV
PAC	196	20 shifts Pre-GOTV, 8 GOTV. 120% more than 2018 or average of 4.5 more shifts per person
Exec/BOD	176	5 shifts Pre-GOTV, 3 GOTV, 275% of 2018, or Average of 5 more shifts per person.
Other Members	304	132 people participating (double what we did in 2018) averaging 2.3 shifts each (slightly higher than 2018)
Total	872	220% more than 2018

Shifts count for MAPE endorsed candidates, if you recruit a friend, that counts as one of your shifts.



Leah gave brief Political Fund update

John talked us through how he is doing the development zone activities for Region 20. R20 is SE MN and covers SD25, SD26, and SD28. It encompasses 49 worksites across 17 agencies. He & local leaders have identified local, engaged leaders that do not have an official position and are building relationships with them. They are using a Google doc to track phone calls and other activity. They are educating members 1:1 about the gap between what their elected official say they support and their actions. Several members are working on collaboration opportunities with other unions

The development zones identified by the Political Council are:

- Stillwater/SD 39 (Hemmingsen-Jaeger)
- Rochester/SD 25/SD 26 (Ferrara)
- White Bear Lake/SD 38 (Flom)
- Maple Grove/SD 34 (Kirchoff-Franklin)
- Grand Rapids/Bemidji SD 5 (Bodin)
- St. Cloud/SD 14 (Cotter)
- Ely/SD 3 (Juan)

Goals for development zones in next 9 months:

1. Now: Lobby week Help with Lobby Day, find leaders
  2. March: work with your teams on writing emails and phone calls to legislators
  3. Rally- help get more people to the rally from your zone
  4. Meet and Greet Zoom with endorsed candidates in your zone
  5. Summer Door knock and social thing
  6. Fall Door knocks
- Deliverables for March are:
    - 1:1s with BAs and Local Presidents
    - Attend your lobby week meeting
    - Attend your zone lobby week meetings
    - Identify leaders
  - Next Steps:
    - Leah needs to get together the lists of which BA is working on which district
    - Between Feb-March mtg: Check in over lunch on Feb 25
    - Will have time set aside each month to review progress
  - Strategic Plan presentation by James Haggar
    - Review of recommended language and strategy for MAPE's Political Program
    - Group discussion, reflections, and reactions
    - Technology infrastructure discussion; Shift to teleworking
    - Discussion around definition of political work

February 10, 2022

*Submitted to the Board of Directors  
by The Organizing Council (OC)*

**Summary.** The Organizing Council (OC) spent January doing initial planning for a follow-up membership recruitment event in March that will build capacity at the local level. The OC met with the Political Council (PC) in January to plan collaborative efforts for the year.

*Detailed updates are as follows:*

#### March 17 Event to Build Capacity for Membership Recruitment

- OC members worked with MAPE Business Agents on an initial plan for an in-person training and planning event centered on membership recruitment. The goal is to have leaders and potential leaders from every local attend the day-long event at MAPE HQ in order to build their skills for recruiting members and make a local-specific membership recruitment plan. This event will have multiple breakout sessions at once in order to accommodate learning needs for seasoned recruiters and people new to union membership recruitment.
- OC met with membership secretaries at the membership secretary collective meeting on February 8 and asked them for content ideas and how to make this event useful for them as they create structures and initiatives for membership recruitment in their local. Some of the membership secretaries indicated interest in helping to plan some of the breakout sessions. Membership secretaries will work on recruiting leaders in their local to attend the event. Most locals have healthy bank accounts and have shared interest in building capacity for membership recruitment, so the OC is recommending that each local pay the lost time for their leaders to attend this event.
- **Regional directors are encouraged to attend the March 17 event and to recruit leaders in their region to attend the event.** The March 17 event was chosen, because it is the day before the March Board meeting.

**Collaboration with the Political Council.** The OC met with the PC for a “retreat” in January, in order to find ways to collaborate around member engagement and the upcoming elections. Each council shared updates about planned work and priorities for the year. The councils made plans around building capacity of member leaders to engage the legislature to pass the contract. This will require regular check-ins between councils and partnership on leadership trainings, virtual lobby week and other strategies. The councils will also create a shared calendar.

**Two open seats on the council.** One appointed seat and one elected seat are currently open on the organizing council. The OC has created a transparent process for recommending an

appointment to President Dayton. This process includes a call for personal statements and a scoring rubric. The communication making a call for “candidates” will be released soon. The elected seat will be a part of the regular election this summer.

*Standing items:*

**Grant Application Process.** To encourage and support MAPE organizing ideas from leaders at all levels of our organization, the OC developed a [Grant Application Process](#). We are available to help groups navigate their organizing ideas (e.g. Circle Project)—however vague or complete they are—and have a process for applying for funding.

**Contact us.** If any Director has a question about the OC’s work, identifies a need you think we can help meet in your Region, or if you’d like to get involved in any of our initiatives as they connect to your Region, please feel free to reach out! You can contact me at [lsiegel@mape.org](mailto:lsiegel@mape.org).

## **Report to the Board**

February 8, 2022

*Submitted to the Board of Directors  
by Leah Solo, Staff for Political Fund*

The Political Fund did not formally meet in January. President Dayton and Political Council Chair Cotter, both members of the Political Fund subcommittee met with Monica Weber, PAC chair, to discuss paths toward a gubernatorial endorsement.

## Vacancies in Statewide Offices

Whereas MAPE's Statewide Officers consist of President, Vice President, Treasurer, and Secretary,

Whereas candidates for and incumbents in any elective or appointed position must not hold more than one office,

Whereas vacancies in Statewide Officer positions are unavoidable,

Whereas when vacancies occur some Statewide Officers are required to perform the duties of multiple offices,

Whereas when vacancies occur a special election is usually required,

Whereas special elections are costly and time-consuming,

Therefore, be it resolved that a vacancy in either the Treasurer or Secretary shall allow for an interim combined Treasurer/Secretary office.

Passed by	Date
Executive Committee	
Board of Directors	

Contact Name	Contact E-mail Address	Contact Phone
Megan Dayton	<a href="mailto:mdayton@mape.org">mdayton@mape.org</a>	612-224-6956

Vacancies in Statewide Office

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p><b>Article VIII – Elections and Vacancies</b></p> <p>Section 1. <b>Eligibility.</b></p> <p>A. <b>Candidates and Incumbents.</b> Candidates for and incumbents in any elective or appointed position, including committee appointments, in MAPE must:</p> <p style="padding-left: 40px;">2. not hold more than one office, including <del>s</del>Statewide, Regional, and Local office, at the same time, except <u>1) Interim President as provided for in the MAPE Interim Local Governance Policy and 2) as provided for in Article VIII Section 3D.</u> Committee positions, including chairs, are not offices. Council positions are offices;</p> <p>Section 3. <b>Vacancies.</b></p> <p>D. <b>Vacancies in Statewide Offices.</b></p> <p style="padding-left: 40px;">1. When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the Vice President, and the vacancy is then in the office of Vice President.</p> <p style="padding-left: 40px;">2. When the position of statewide Vice President, <del>Secretary, or Treasurer</del> becomes vacant, and an election for that office is scheduled to be held later in the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy,</p> <p style="padding-left: 40px;">3. <u>When the position of statewide Treasurer or statewide Secretary becomes vacant, the office shall be filled</u></p>	<p><b>Article VIII – Elections and Vacancies</b></p> <p>Section 1. <b>Eligibility.</b></p> <p>A. <b>Candidates and Incumbents.</b> Candidates for and incumbents in any elective or appointed position, including committee appointments, in MAPE must:</p> <p style="padding-left: 40px;">2. not hold more than one office, including Statewide, Regional, and Local office, at the same time, except 1) Interim President as provided for in the MAPE Interim Local Governance Policy and 2) as provided for in Article VIII Section 3D. Committee positions, including chairs, are not offices. Council positions are offices;</p> <p>Section 3. <b>Vacancies.</b></p> <p>D. <b>Vacancies in Statewide Offices.</b></p> <p style="padding-left: 40px;">1. When the office of statewide President becomes vacant, the office shall be filled by automatic succession of the Vice President, and the vacancy is then in the office of Vice President.</p> <p style="padding-left: 40px;">2. When the position of statewide Vice President becomes vacant, and an election for that office is scheduled to be held later in the same calendar year, the office shall be filled by a majority vote of the Board of Directors. Otherwise a special election shall be held to fill the vacancy,</p> <p style="padding-left: 40px;">3. When the position of statewide Treasurer or statewide Secretary becomes vacant, the office shall be filled</p>

Vacancies in Statewide Office

<p><u>by either the Treasurer or Secretary who remain in office. The office then becomes that of an interim combined Secretary/Treasurer.</u></p> <p><del>3. While the office of statewide Treasurer is vacant the statewide Vice President shall prepare and sign check for such purposes as are required by the governing documents are authorized by the Delegate Assembly, the Board of Directors, or the statewide President.</del></p> <p>4.3. If the Speaker becomes vacant, the remaining meet and confer chairs shall fill the position by special election.</p>	<p>by either the Treasurer or Secretary who remain in office. The office then becomes that of an interim combined Secretary/Treasurer.</p> <p>3. If the Speaker becomes vacant, the remaining meet and confer chairs shall fill the position by special election.</p>
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## **Executive Committee Minutes**

**04 February 2022**

Present: President Megan Dayton, Vice President Angela Halseth, Secretary Michael Crider, Political Council Chair Cathleen Cotter, Organizing Council Chair Lauren Siegel, Meet and Confer Speaker Maureen Dunaway, Interim co-Executive Director Leah Solo, Interim co-Executive Director Mike Asmus

**Meeting held via Zoom 1300-1530**

**Call to order 1300**

All members present and quorum established

**OPEIU Meet and Confer**

IcEDs Solo and Asmus and Operations Director Maki provided an update on the installation of external cameras and discussed the implementation of the staff organizational health survey.

**Strategic planning**

M State Partners James Haggard and Lucinda Ware joined to debrief the 30-minute topical listening sessions.

**Delegate Assembly**

**M(Political Council)SP** to direct the DA Planning Taskforce to plan for the 2022 DA on Saturday, October 8th. **Consensus**

The Executive Committee asks the DA Planning Taskforce to plan for a hosted dinner on the Friday before (October 7<sup>th</sup>).

**DoubleTree hotel credit options**

**M(Political Council)SP** to allocate the hotel credit to the ERC for a steward retreat.  
**Consensus**

**Workgroup Wednesday**

Executive Assistant Al-Kayali and Operations Director Maki will generate a tactical plan to explore the idea of having a regular day of the week when MAPE workgroups would meet.





### **Treasurer/Secretary resolution**

The resolution, having been posted for 30-days and notice given in January, will be debated and decided upon at the February Board of Directors meeting.

### **MMB “Appropriate use of electronic communication and information technology” policy**

The Executive Committee expresses concern over updates to MMB policy 1423:

<https://mn.gov/mmb-stat/policies/1423-temporarylinkforelectroniccomms.pdf>

Specifically, we are concerned about language that would allow managers to impose discipline for members in a telework environment. IcEDs Asmus and Solo will ask MMB for previous iterations of the policy.

### **Board agenda items**

February Board of Directors agenda items will include 1) committee reports; 2) Political shifts (PC recommended number for Board members in PC report); 3) strategic planning; 4) member comments; 5) Treasurer/Secretary resolution; and 6) 800 number issue (in EDs’ report).

**M(Political Council)SP** to adjourn at 15:27. **Consensus**

# President's Report

## February 2022

We are entering our third year of the COVID-19 pandemic with no real end in sight.

I am proud that these stressful, frustrating, and heartbreaking times have not stopped MAPE members from stepping up and doing our jobs to help Minnesotans stay safe and keep our state moving forward.

MAPE members have kept state government running. We negotiated a hard-fought contract with Minnesota Management and Budget that passed its initial legislative hurdle and is in interim effect. It still needs to pass an extremely partisan Legislature by May 23.

Telling your story to your legislators is one of the most powerful actions you can take to help us pass our 2021-2023 contract this year. Join MAPE for its first-ever virtual Lobby Week March 7-11. We will hold virtual meetings with legislators throughout the week to give our contract the boost it needs to pass. I know that talking with lawmakers can sound intimidating and a bit scary but it really is not. They want to hear what you do for Minnesotans to make their lives and our state better. It is easy when you remember they are elected officials who are accountable to *you*.

It is crucial that we get our members' work in front of legislators during Lobby Week. We will offer trainings and work with you on talking points so you will be prepared. We cannot do this without your participation. [Registration information](#)

We are public servants and members of our communities; the work of legislators depends on our support. Our member stories are interwoven into our contract. The contract that we have negotiated allows our members to have a say in their workplace and make Minnesota a better place to work and live.

Legislators have a decision to make whether they support this or not. From our perspective there is only one choice. We know there are some who do not support public sector workers. There is an inherent political nature of public service and, hopefully, we are moving toward a place where all sides of the aisle understand the importance of having a fair and strong contract for public employees.

We are continuing to make progress on diversity, equity and inclusion issues as we work on MAPE's strategic plan. Black history month is a time to acknowledge and celebrate the many contributions African Americans have made to the history of our country. It is also a time to remember the important role Black workers have played in the labor movement.

The slogan of the 1963 March on Washington was "Jobs and Freedom." Both union and civil rights activists at the time understood that labor rights are human rights and began fighting together for racial justice within labor rights. Low wages hurt everyone. The more workers stand together, the less power the boss has to divide us.

Speaking of the importance of standing together, please remember to sign up for Lobby Week– we need you to help pass our contract! [Registration information](#)

Stay safe.

In solidarity.

A handwritten signature in black ink that reads "Megan Dayton". The signature is written in a cursive, flowing style.

## **Board**

February 11, 2022

*Submitted to the Board of Directors  
by Angie Halseth, Vice President*

Dear Board members,

We are well into the second month of 2022. It has already been a busy year. The ERC met on January 24<sup>th</sup> and heard one arbitration appeal. The recommendation of the arbitration team was upheld.

The ERC also discussed a recent trend in discipline regarding the use of GIFs. A few of our members have received very significant discipline for using inappropriate GIFs in Microsoft Teams. Of note, MNIT has the strictest filter selected for the GIFs, yet there have been several inappropriate ones come up. After discussion with the Executive Committee and the ERC, I have decided to send an email and/or a message in the MAPE newsletter to all members with a reminder to carefully review GIFs before hitting send. This will come out in March.

MMB recently updated the policy on the use of state technology equipment. I, Interim Executive Director Asmus, Chief Dunaway and Chief Becher along with our enforcement agents are in the process of reviewing what has changed. If we notice anything significant, it will be brought to the full ERC and BOD.

The first Basic Steward Training of 2022 was also held in January. We had 15 attendees (which is about triple that we had the last several trainings in 2021.) Here are your new stewards by region, please welcome them:

Region 1: Keylor Andrews

Region 5: Sheena Lossing

Region 10: Roberto Reyes

Region 12: Chad Peterson and Jan Genzeb Terchino

Region 13: Erin Ryan and Courtney Schneider

Region 14: Steven Horndt

Region 15: Samantha Carraway

Region 19: Karen Burger and Jocelyn Crist

Region 20: Casie Johnson, Richard Pospichal

Region 21: Aaron Arvig

I am happy to report that the Executive Committee voted to use the credit at the Doubletree in Bloomington for the Steward Summit! At the next ERC I plan to ask for a few chiefs to volunteer and we will begin planning. I am so excited for this to come to fruition. I believe this is something that will be very impactful to our stewards and our union, MAPE.

Regretfully, I will not be at the Board meeting this month as I will be on vacation. Please feel free to reach out to me directly with any questions, concerns or enforcement topics you have.

Solidarity,

Vice President Halseth

# **Regional Directors' Reports**

## **February 2022**

### **Region 1 – Director Wing**

No region 101 to report.

### **Region 2 – Director Shimpach**

### **Region 3 – Director Snyder**

During our Local 301 meeting on 2/8, we heard about Meet & Confer organizing efforts to address workload issues by our BWSR members. We also heard from our Lead Steward about changes we have requested to the agency social media as a follow-up from last month's report. We have not heard back on our requests but the social media policy was removed from our required list of policies to acknowledge through our Document Knowledge Transfer system.

At MPCA, we have heard from some of our members who were upset by an email sent on behalf of our Commissioner that communicated Governor Walz issuing Executive Order 22-02 in response to Amir Locke being killed by the Minneapolis Police Department. The language used in this message was completely tone-deaf and we have learned that these MMB-generated emails are editable to be personalized by agency management before being sent to staff. We have copies of a handful of examples of different approaches that were taken with this. Local 301 leaders are working on a response to our Commissioner to make sure she is aware of how these tone-deaf messages are received by staff and how hurtful they are in hopes of seeing greater empathy in the future and our Meet & Confer team will follow up as warranted.

### **Region 4 – Director Snaza**

### **Region 5 – Director Moore**

Local 501

Maureen Dunaway resigned from being Chief Steward, looking for a replacement. Discussed sharing duties to lighten the load.

Employees complaining about the temperature in the building has reported it to Management a few times.

Getting prepared for lobby week and trainings.

Local 502

DPS Meet and Confer met with Kate Rios, DPS new Labor Relations Manager. Discussed our vision going forward, requested meetings set up for the year and more Managers at the meeting.

Region 5 has a new BA Frank, we will be holding a listening session, so he can get a feel of the agency.

Discussion about increasing outreach to new members, creative ways to get members involved. Looking for interested members to do a TIKTOK video.

I've been receiving a lot of emails on reallocation.

Getting prepared for lobby week and trainings.

### **Region 6 – Director Broberg**

### **Region 7 – vacant**

### **Region 8 – Director Rodgers**

### **Region 9 – Director Klumb**

No updates from the Board of Animal Health. It's a small agency and they haven't had anything specific come up. The Minnesota Department of Agriculture has some employees that are frustrated by the non-competitive wages for laboratorians.

MDH laboratory employees are still over-worked and underpaid. There are many leadership positions being vacated and a potential re-organization where there is talk of hiring a consulting firm to manage the re-org. Employees feel concerned about an outsider coming in and MDH staff not having any say in what happens. MDH employees in IDEPC are very burned out and tired. They do not feel appreciated or respected by the MDH Executive Office. MDH's HRM is not functioning well and we have over 300 vacant positions with one person in HRM that is receiving each position description. It's a major bottleneck. We also have many people waiting on their reallocations; some of them for over 2 years.

MDH Meet and Confer met with management a few weeks ago to discuss the HR backlog for hires and reallocations; they were making some changes to improve things but we as the Meet and Confer feel that more needs to be done. They did indicate they will be opting into the pilot program to pay people more who use a second language as part of their job. They weren't going to opt in until they were contacted by many supervisors requesting that they do. We will be having another MDH Meet and Confer in a couple of weeks to share the results of the employee COVID recognition survey that our Meet and Confer sent out to all employees. Overwhelmingly people want to be compensated for their response work with a cash bonus or vacation time. We will begin working with employees to hone in on the specific things they

want and then build a campaign around those things in an effort to force management to recognize our work with more than an email. MDH's labor relations person is leaving MDH and once again that position will be vacant. MDH HRM has not been able to retain a labor relations person for any length of time, which makes it harder for the Meet and Confer to develop relationships.

Region employees want to push for more parameters and timelines for reallocations in the next contract negotiations cycle. We also want to push for more competitive wages because across the board, positions at MDH are not keeping up with the private sector or even county and city health departments.

### **Region 10 – Director Blagsvedt**

### **Region 11 – Director Raptis**

### **Region 12 – vacant**

### **Region 13 – Director Tucke**

### **Region 14 – Director Adkisson**

Both Local 1401 and 1402 leadership are in the process of sending out thank yous to members on the front lines and also trying to connect with members in general to see how people are doing.

1402 has implemented a monthly mo in night where members get together and watch the same movie, then gather to discuss via zoom after. This month's movie will be dedicated to Black History Month. The movie has yet to be decided.

More membership interactive activities to come!

Several of our region's DNR members are actively participating in the upcoming actions revolving around last year's fire season issues, in hopes of better extended fire seasons to come.

### **Region 15 – Director Kotta**

### **Region 16 – Director Hage**

### **Region 17 – Director Terhune**



## **Region 18 – Director Beske**

## **Region 19 – Director Zabel**

## **Region 20 – Director Christle**

Many activities continue to happen within MAPE. Members are active with staff as we are preparing action for the passing of our contract through the legislature. Local 2001 has been actively engage in connecting with our members as we are developing plans to meet with our local state senators and representatives. Region 20 has jumped in fully with getting this organized with its districts and preparing for our session. Many phone calls and emails have brought many members to this action.

Local 2001 is also working on our next plan for driving up membership in the region and hope to have a great start wit this in March with a jump start training with staff on how to respond if calls become difficult. As we meet at our next regions eboard group Feb 22nd we will take a deeper dive into the discussion and planning to get ready for implementation.

Leaders in Local 2001 will also be meeting on April 22nd in a retreat offered at this time virtual and in person to track our own efforts with growing the region membership and engagement. This will also be a time for leadership development and connection. Meanwhile, the leadership team here grows and are always supporting each other in offering times and spaces for members to come forth with issues, concerns, questions and just because they want to connect. We continue to be mindful of the COVID realities and most activities are still primarily happening virtually.

Stewards in the region have been connecting and bringing forth issues that are being attended to. The chief steward continues to make roads with future connections and training options and check ins.

The region is getting excited for upcoming elections opening up and people are getting their personal statements ready to go! Let the nominations begin... well, soon...

## **Region 21 – Director Vogl**

Over the past month Local 2101 welcomed 9 new members, which is awesome! We also welcomed our new Business Agent Meron Negussie to our local, as she has been assigned to us, which is also awesome! We are so excited to work with Meron.

A handful of members from our local, including myself, attended the January 24<sup>th</sup> MAPE leadership training, which was very informative and motivating. Those of us already in leadership positions who attended the training connected afterwards and have started to put together a more targeted and coordinated effort to identify other potential leaders in MAPE and connect with them one-on-one, starting with those who are attending the leadership trainings! We are particularly hoping to recruit more stewards, and encouraging a few more people to join the DHS Meet & Confer, especially since our DHS Meet & Confer chair, Whitney Terrill, as recently stepped down from that role.

At our last membership meeting, after getting through all of the agenda items, we encouraged people to stay on the call and turn on their cameras and just have an open conversation with each other. It was a nice way to try to feel like we are “in the room” together and a good way to hear what’s on people’s minds.

Local Presidents' Committee February

2022

**Co-chairs: Liz Pearson, Maurice Wilson.**

**Staff: Lyz Martin**

Monthly meetings continue to serve as a positive sounding board for Local President's to receive union-wide information of importance, get Local meeting topic ideas, and serve as a resource for each other in overcoming common Local problems. The Local Presidents' Committee has recently created a Google Drive that hosts common Local resources, necessary policy documents, and other digital knick-knacks. Discussions continue on how to recruit for down-ticket officer positions, engage membership, and keep our union strong.