



2025 DELEGATE ASSEMBLY MINUTES

SEPTEMBER 19-20, 2025

Delegates and Alternates on 9/19 and 9/20

Aarts, Tony, Local 1002
Adams, Dylan, Local 2101
Adkisson, Ann, Regional Director 1401
Anderson, Nicole, Local 1502
Anderson, Paige, Local 2101
Andrews, Keylor, Local 0101
Bajwa, Alex, Local 0401
Barnard, Kent, Local 1001
Batterson, Shelby, Local 0201
Bayandalai, Uyanga, Local 1303
Becker, Lisa, Local 0601
Beckman, Nate, Local 1402
Belmont, Michelle, Local 0301
Benedict, Maya, Local 0901
Berce, Brad, Local 1502
Berry, Christi, Local 1901
Beske, Tim, Regional Director 1801
Bieber, Ashley, Local 1002
Blagsvedt, Jackie, Regional Director 1002
Boland, Becky, Local 0502
Bonander, Olivia, Local 2101
Braith, Peter, Local 1701
Breneman, Sondra, Local 0602
Buechner, Nicki, Local 1901
Burghard, Claire, Local 0201
Cahow, Gabby, Local 1902
Caravello, Leo, Local 0901
Carr, Quinn, Local 0301
Chakoian, Hanna, Local 0902
Chronister, Shannon, Local 1201
Chun, Scott, Local 1302
Clanaugh, David, Regional Director 1701
Clawson, Brandon, Local 0401
Cooley, Mariah, Local 1703
Crider, Michael, Regional Director 1301
Davis, Sanderia, Local 0602
Dayton, Megan, Statewide Officer 0701

Decuir, Marijke, Local 0902
DeLaune, JD, Local 2101
Delcid, Jessica, Local 0401
DeLong, Whitney, Local 0101
Devault, Marla, Local 0902
Diedrich, Michael, Local 1002
Dirth, James, Local 0201
Dixon, Ronald, Local 0401
Dorff, Valerie, Local 1502
Dunaway, Maureen, Statewide Officer 0501
Duran, Derek, Local 0601
Ebeling, Clayton, Local 0801
Emerson, Nicole, Local 1903
Ferrara, John, Local 2001
Fiedler, Jill, Local 1201
Filbert, Kas, Local 0601
Fischer, Brian, Local 0401
Ford, John, Local 1002
Fortune-Stiffin, Wanda, Local 0201
Frankus, Tristan, Local 0401
Freeman, David E., Local 1002
Freeman, David, Regional Director 2101
Gallo, Kristen, Local 2001
Gilchrist, Maya, Local 0901
Gillard, Adam, Local 1302
Gintz, Jeff, Local 0401
Gorra, Danelle, Local 1101
Gosch, Barb, Local 1702
Hage, Darren, Regional Director 1602
Hall, Anne, Local 1801
Halseth, Angie, Statewide Officer 1303
Halseth, Keith, Local 1303
Hanly, Shane, Local 0901
Harsch, Trey, Local 0601
Heim, Mary, Local 0601
Henderson, Christopher, Local 1801
Hernandez, Kristine, Local 2001
Hierlmaier, Nate, Regional Director 0601
Hobson, Robert, Local 1101
Hochstein, Claudia, Regional Director 0101
Hoeger, Hannah, Local 0601
Hofreiter, Cara, Local 0401
Hogan, Ben, Local 2101
Hopen, Catherine, Local 1102
Jackson, Ken, Local 0701
Jamison-Ekeling, Erik, Local 0201
Jewison, Sheenah, Regional Director 1901
Johnson, Robert, Local 0501
Johnson, Aya, Local 0502
Johnson, Ariel, Local 1402
Jorgenson, Chet, Statewide Officer 0601
Juan, Nicole, Statewide Officer 2101

Jungwirth, Amber, Local 1401
Kaur, Sarbjit, Local 0201
Klumb, Carrie, Regional Director 0902
Knutson, Kyle, Local 1702
Kopecky, Linda, Local 0901
Kortus, Jody, Local 0802
Kotta, Bryan, Regional Director 1502
Kuzma, Matthew, Local 1203
Lampkins, Lana, Local 0501
Lancrete, Penelope, Local 1001
Larson, Aaron, Local 0401
Lathrop, Vanessa, Local 1203
Lazaretti, Lisa, Local 0201
Lebrun, Gina, Local 0802
Lessinger, Bob, Local 1702
Leung, Doug, Local 0101
Leuthner, Tobias, Local 0201
Lightner, Eric, Local 0502
Lipa, Daniel, Local 1101
Loeks, Brianna, Local 0301
Lohse, Alexis, Local 0701
MacNeill, Brian, Local 1102
Maki, Anthony, Local 0101
Malec, Sheila, Regional Director 0201
Markert, Mel, Local 1601
Marley, Julia, Local 0401
Mason, Brent, Local 1501
Mason, Brian, Local 1602
McDonald, Christopher, Local 1301
McDougal, Jenny, Local 1304
McNeeley, Susan, Local 1101
Melcher, TJ, Local 1501
Meyers, Alex, Local 0701
Mielke, Nate, Local 1601
Moen, Emily, Local 1401
Mohamed, Saadia, Local 1002
Moldestad, Matt, Local 0801
Morris, Andi, Local 0701
Mui, Michael, Local 1301
Mullendore, Nate, Local 1801
Munson, Alicia, Local 2101
Murphy, Carolyn, Local 0502
Muyingo, Winnie, Local 0401
Nelson, Kevin, Local 1101
Nesheim, Samuel, Local 0301
Nikitas, Sophie, Local 0601
Nyren, Amanda, Local 0801
Odowa, Yasmin, Local 0901
Okoneski, Catherine, Local 0601
Olive, Ren, Local 2001
Olson, James, Local 0101
Osborn, Cindy, Local 1402

Pearson, Jesse, Local 0801
Pedretti, Kay, Regional Director 2001
Peregrino, Cathy, Local 0501
Perera, Janelle, Local 0301
Petersen, Chandra, Local 1902
Peterson, Kirsten, Local 0601
Prideaux, Michael, Regional Director 0501
Priebe, Jovae, Local 1901
Rackowski, Russell, Local 1304
Raptis, Jessica, Regional Director 1101
Retkwa, Christine, Local 2101
Richmond, Meridith, Local 0901
Rivera, Siobhain, Local 0401
Rostberg, Halie, Local 1101
Sant, Sam, Regional Director 0401
Santana, LeAnn, Local 1301
Sar, Tommy, Local 0902
Sarkar, Maya, Local 0901
Sarumi, Irene, Local 0201
Saunders, Daniel, Local 0801
Scattarelli, Justine, Local 0501
Schaffhauser, Anthony, Local 1501
Schendzielos, Samantha, Local 2001
Schmitt, Jerry, Local 0802
Schneider, Kevin, Local 0401
Schneider, Dakota, Local 0902
Schultz, Nancy, Local 2101
Shea, Abby, Local 0901
Shepard, Leah, Local 0701
Siegel, Lauren, Local 2101
Sjostrom, Galen, Local 1001
Slinde, Dee, Local 2001
Smith, Chris, Local 2101
Smoler, Todd, Local 0601
Snaza, Ted, Local 0401
Snyder, Mark, Regional Director 0301
Snyder, Betsy, Local 2101
Sokolofsky, Nicole, Local 2001
Spears, Linda, Local 1301
Speltz, Erin, Local 0601
Spreiter, Kayla, Local 1202
Stewart, Cassie, Local 2101
Strickler, Alana, Local 1101
Sullivan, Lee, Local 0401
Sunde, Susie, Local 1601
Suski, Roberta, Local 0601
Swenson, Axelina, Local 0701
Tabbut, Julia, Local 0201
Taylor, Kaity, Local 0301
Thaemert, Paul, Local 1602
Thakur, Azra, Local 0901
Thies, Douglas, Local 1302

Thompson, Jessica, Local 1202
Tindell, Julia, Local 0601
Torres, Nancy, Local 1301
Tran, Amy, Local 0101
Trcka, Andy, Regional Director 0801
Treumann, William, Local 0301
Ulasich, Andrew, Local 0601
VanOeveren, Jon, Local 1002
Walker, Sharae, Local 0201
Walsh, Sophia, Local 2001
Waterman, Tracy, Local 0101
Weber, Monica, Local 0101
Williams, Jacq, Local 1801
Willodson, Suzanne, Regional Director 1203
Wilson, Michele, Local 1101
Wittkopp, Rachel, Local 0601
Yadav, Ajeet, Local 0701
Yost, Michael, Local 0401

11:30 a.m. – 12 p.m. Event check-in

11:30 a.m. – 1 p.m. Board member headshots

12 – 1 p.m. Lunch buffet

1:02 p.m. Angela Halseth, Statewide Vice President, called the meeting to order

Welcome and details for the day.

1:10 – 2:15 p.m. Review items up for a vote on Saturday

Shelia Malec, Board Steward, addressed the assembly on decorum and behavior

Angie Halseth addressed the Standing Rules for tomorrow's votes and ran through how to vote.

Resolutions Budget – Finance Committee explained the proposed budget

Legislative Priorities – Political Council conveyed the proposed priorities

(State of the Union –delayed)

2:15 – 3:15 p.m. Awards

Membership Awards

1) **Most New Members**

This first award goes to locals with the highest number of new members:
Local 201 (71 new), Local 301 (80 new), 2101 (99 new)

2) **Highest Percentage of New Members**

This award goes to locals with the highest percentage of new members since last DA in October 2024.

- 1301, up 4.9%
- 901, up 5.4%
- 902, up 8.7%

75% or Higher Membership

A final award goes to the locals with the highest membership percentage.

- 1002 with 75.2%
- 902 with 80.3%
- 1303 with 85.3%

Member Outreach Award - **Jovae Priebe**

Political Council Awards

Silver Recognition for locals with the top attendance numbers are:

- 201 - 23
- 901 - 26
- 601 - 35
- 2101 - 37

Silver Recognition for locals with the top attendance as a percentage of total MAPE represented employees are:

- 301 - 3.97%
- 1002 - 4.12%
- 902 - 4.61%
- 1901 - 4.68%

GOLD STAR Recognition: Local: 401

- They were the Top local in attendance by count AND on of the top locals by percentage: 44 members, 4.24% of MAPE represented employees in local attended!

Steward Award – **Jerry Schmitt**

Union Service Award - **Macalester College Employees**

Union Achievement Award **Liz Pearson**

3:15 – 3:45 p.m. Break

3:45 – 4:30 p.m. Breakout Sessions

Presenter Location Revenue Education Eric Harris Bernstein, We Make

Minnesota Minneapolis Ballroom

Caucus Training Nicole Juan, Political Council Chair Minneapolis Ballroom

Restructure Michael Diedrich, Restructure Chair Minneapolis Ballroom

Labor History Russell Raczkowski, Local 1304 Steward Stillwater Room

Earned Sick and Safe Time (ESST) Maureen Dunaway, Speaker of the Meet and

Confer Chairs Duluth Room

Union Power Project Andrew Ulasich, UPP Chair St. Paul Ballroom

4:30 – 4:45 p.m. Break

4:45 – 5:30 p.m. Repeat of Breakout sessions

5:30 – 6:30 p.m. Swag pickup

6 p.m. PAC bar opens

6:30 – 7:30 p.m. Dinner buffet available

7:30 – 8 p.m. Tour of MN and Tour Awards Angie Halseth, Statewide Vice

President and Maureen Dunaway, Speaker of the Meet and Confer Chairs

8 p.m. Game night kicks off

Saturday, September 20-Day 2

7:30 a.m. Check-in begins

8 – 9 a.m. Breakfast buffet

9:00 a.m. Call to Order Angie Halseth, Statewide Vice President

9:05 am Constitution & Rules Presentation Ronald Dixon, Chair of the Constitution and Rules Committee, addressed the assembly on how the resolution process works.

9:30 – 10 a.m. Adoption of Credentials Report

Joe Sullivan, Trustee, reported that as of 9:15 am out of 166 delegates, 152 joined DA (92%). MS (Sullivan) to adopt the Delegate Assembly credentials report. Approved on a voice vote.

Adoption of Standing Rules Adoption of Agenda MS (Board)

9:26 am MS (DeLaune -2101) to amend the standing rules and prevent automatic motions to refer resolutions.

#2—strikeout under C item 2—strike out first sentence also strike amendments are not allowed on automatic motion

#3 strike entire part

#4 strike entire part

Roll call vote. 103 Yes, 47 No and 1 abstention. Amended standing rules pass.

MS (Board) to Adopt the 2025 Delegate Assembly Agenda

10:26 AM MS (Sarkar-901) to amend the agenda to insert 'In Defense of Immigrant Rights Resolution' from 3-4pm and move down the Fixing of Date of Delegate Assembly to 4-4:45pm. DA would adjourn at 4:45pm

MS (Yost) to amend the amended agenda to change adjournment to 4pm. Amendment passed on a hand vote.

10:56 AM—Back to main motion to accept the amended Agenda. Approved on a hand vote.

10:58 pm 2026 MAPE Budget Vote

10:59 pm MS (Finance) to approve the income portion of the 2026 MAPE Budget. Motion passed on a hand vote with more than 2/3 of the assembly voting in favor.

11:03 am MS (Finance) to approve the expense portion of the 2026 MAPE Budget. Motion passed on a hand vote with more than 2/3 of the assembly voting in favor.

11:04 am MS (Political Council) to approve the Legislative Priorities. Motion passes on a hand vote of more than half of the assembly.

11:06 am Resolution 1: Individual and Group Meals Allowed for Hybrid.

MS (Johnson) to add the following to 4th paragraph after underlined wording ending in meeting "A formal process and document shall be created and implemented by the local President's committee to provide a transparent and concise means for locals to request additional funds from MAPE central to ensure equitable use of funds for locals who may not otherwise have sufficient funds to provide this incentive." Motion passes on hand vote.

Amended Resolution #1 passes on hand vote.

12 - 1 p.m. Lunch (time certain)

1:01 pm Angie Halseth, Vice President called the meeting to order.

Joe Sullivan reported at 1:02pm of the 166 possible delegates 150 were present. At 90% of delegates a quorum reached. Approved by consensus.

Resolution 2: Locals Providing Out of State Travel: Ronald Dixon explained the reasoning behind this resolution.

At 1:05pm MS (Johnson-Local 1402) To add at the very end of the resolution:
"The Local Presidents Committee, in partnership with MAPE operations and communications, shall create a form that local officers shall complete and have approved by its dues paying members no less than 90 days prior to the day of the training and event. This form shall include the details of the event, including costs and dates, and a brief description of how this training or event will benefit members of MAPE. The Finance Workgroup shall update the approved budget form that locals complete annually to include this. MAPE communications, in collaboration with the Local Presidents Committee shall provide the information through all MAPE communication platforms within the first year of implementation of the resolution to ensure members are informed of the opportunity." Motion fails on hand vote.

Resolution #2 passes as originally written on a hand vote.

1:21 p.m. Resolution 3: Stipends Increased and Expanded-- Meridith Richmond introduced this resolution written by Ronald Dixon.

MS (L. Becker-Local 601) to divide the question on Stipends Increased and Expanded.
1) increase dollar amount 2) Add non-officers to those eligible for stipend

Lisa Becker-Local 601 withdrew her amendment.

MS (Johnson-Local 1402) to refer Resolution 3 to the appropriate committee.

MS (C. Peterson-Local 1902) to amend to send it to the local Presidents committee.
Amendment fails on hand vote.

MS (Smith-Local 2001) to refer resolution 3 to the Finance committee. Motion fails.

Back to original resolution

MS (Rostberg-Local 1101) Strike the line equation and insert a cap of up to \$900.

MS (Sakur-901) Object to consideration of the question. Motion fails on hand vote.

Back to original resolution. Roll call Vote: 113 for, 30 against, 7 abstentions. Resolution Passes.

MS (Sakur –Local 901) to move Added Resolution: In Defense of Immigrant Rights to be considered by the assembly. Passed on hand vote.

MS (Johnson-Local 1402) to strike all bullets except the bullet 'Know your Rights Training'.

MS (Sakur-Local 901) Object to consideration of amendment. Passes with 2/3 hand vote.

MS (Okonseski-Local 601) to amend the resolution by striking the first paragraph of resolution.

MS (Sakur-Local 901) Object to consideration the amendment. Motion failed on hand vote.

MS (Ferrara-Local 2001) To add a bullet to the resolution to have the ERC create steward training module on how to assist at risk members and strike the petition bullet point.

MS (Morris-Local 701) objects to the motion. The chair overruled; the amendment will be considered.

MS (Rivera-Local 401) to amend the resolution to complete the training by next DA. Passes by hand vote

MS (Ferrara-Local 2001) amend the resolution to 1) add a bullet to have the ERC create a steward training module on how to assist at risk members and 2) strike the petition bullet. Passes on a hand vote.

Amended Resolution passes on a hand vote.

Resolution 4: Fixing the Date of Delegate Assembly Submissions-- Michael Yost introduced the motion to the assembly.

MS (Veckur-Local 902) to amend the language to the following "If a majority of the Constitution and Rules Committee determines a statute or law change(s) would be necessary to implement the resolution or proposal, the committee will refer the resolution or proposal to the Government Relations Committee and/or Political Council (and send a copy to the Negotiations Committee) and not post or mail it, and the resolution or proposal's submitter will be notified as soon as possible." Passed on a hand vote.

Amended Resolution #4 passes on a hand vote.

3:47 p.m. Delegate Assembly Adjourns