



Board of Directors' Minutes

October 17, 2025

Present — President Dayton, Vice President Halseth, Treasurer Jorgenson, Political Council Chair Juan, Organizing Council Chair Echola, Meet and Confer Speaker Dunaway, and Regional Directors, 1 Hochstein, 2 Malec, 3 Snyder, 4 Sant, 5 Prideaux, 6 Hierlmaier, Interim 7 Yadav, 8 Trcka, 10 Blagsvedt, 11 Raptis, 12 Willodson, Interim 13 Crider, 14 Adkisson, 15 Kotta, 16 Hage, 17 Clanaugh, 18 Beske, 19 Jewison, 20 Pedretti, 21 Freeman

Absent — Region 9 Director Klumb

Staff — Todd Maki, Suzanne Al-Kayali, Ashley Erickson, Kristin Kirchoff-Franklin

OPEIU Representative — Lyz Losie, Paige Heitpas, Janaya Arellano, Beth Swanberg, Britton Mikkelsen, Nic Frey, Roberta Heine, Lis Springer

Guests — Isaac Koffman

- I. Call to Order (8:30 am VP Halseth)
- II. Agenda
 - Motion (VP)SP approve agenda. Consensus.*
 - Amendment (R15)SP add discussion on documents distributed at Union Power Project (UPP) and Delegate Assembly (DA). Consensus.*
 - Amendment (R3)SP add OPIEU Bargaining from 10:15 to 10:30 am. Consensus.*
- III. Consent Agenda
 - Motion (R4) approve consent agenda. Consensus.
 - a. August 2025 BOD Minutes
 - b. September 2025 Executive Committee Minutes
 - c. September 17, 2025 BOD Lunch Meeting Minutes
 - d. October 2025 Executive Committee Minutes
 - e. October 10, 2025 BOD Lunch Meeting Minutes

- f. 2025 MAPE Delegate Assembly Minutes
- g. Meet and Confer
 - Appoint Michelle Belmont from MNIT @ PCA to the MNIT Meet & Confer Team
 - Appoint Anne Sawyer, Alan Ritchie, and Erin Loeffler to the BWSR Meet & Confer Team
 - Appoint Eric Lightner to DPS Meet and Confer Team
- h. Final DA Resolution Language
 - i. Reimbursement Policy Update after DA changes
 - ii. Stipend/Recognition Policy Updates after DA
 - iii. Added Resolution: In Defense of Immigrant Rights
 - iv. Delegate Assembly Resolution Policy
- IV. Chief of Staff - Staff Updates
 - a. Communications
 - i. Digital Engagement Report
 - ii. Digital Engagement Report
 - b. Legislative and Political Affairs
 - c. Field
 - d. Finance
 - i. Officer Training / UPP Leadership Academy Budget
 - e. Operations
 - Motion (R15)SP move the Saints game back to the locals and not have the central office coordinate it. Consensus.*
 - Motion (R15)SP accept the 2026 Election Calendar as presented. Consensus.*
 - Motion (R20)SP approve the following Officer Training on January 23-24 and Delegate Assembly September 18-19. Consensus.*
 - Motion (R20)SP approve the 2026 Labor Notes document presented. Consensus.*
- V. Support Nellie Stone Johnson Scholarship Dinner (Nicole Emerson) (10:00 am)
 - Motion (R15)SP to fund the Nellie Stone Johnson Scholarship Dinner as Nicole presented. People who attend will make an effort to introduce themselves to other union members and report back on their relationships supported by Organizing Council. Consensus.*

Amendment (President)SP to delegate the decision to the Minnesota State Meet and Confer to select members to attend the scholarship dinner with preference to those who have received the scholarship in the past. Consensus.

- VI. Constitution and Rules updates (10:00-11:00)
 - a. Resolution Timeline
 - b. 2026 Resolution and Proposal Template
 - c. Post DA Report
 - Motion (R3)SP to move into closed session at 11:11 am. Consensus.*
 - Motion (R21)SP to leave closed session at 11:30 am. Consensus.*
- VII. MAPE Member Comments (11:30 am)
 - a. Michael Yost 401 re: 2025 DA resolution process
 - b. Meridith Richmond 901 re: July comment-didn't get response
 - c. Erica Mumm 902 re: donating to federal union members
 - d. Siobhain Rivera 401 re: are we disregarding the bylaws, do better on sharing agenda, etc.
 - e. Sheena Jewison 190e: tec2 re: tech to bridge the calendar online to where things are stored
- VIII. Political Fund Oversight Workgroup (12:30 pm)
 - a. Executive Committee requests Regions 3 and 11 join the Workgroup.
- IX. Finance Workgroup (12:45-1:30 pm)
 - a. UPP – New Officer Training
 - Motion (R10)SP move forward with training. Consensus.*
 - b. MAPE Financial Report
 - c. MAPE Financial Report – Written Summary
 - d. Strike Fund Policy Update
 - Motion (R15)SP under item D with local funds to no lower than \$15,000. Consensus.*
 - Motion (R15)SP send to governance to get edits to this amended policy, and the other hardship loan/grant and local member assistance fund, and newly amended stipend and recognition, on how they interact with each other. Consensus. We discussed this with the full intent of moving towards stipends. Come back with 3 companion policies. Consensus.*

- X. Minnesota State Fair Fundraising (1:30-2:00 pm). AFL-CIO requested funds for the State Fair Pavilion loan. The Coalition Building Workgroup donated earlier this year.
Motion (R15)SP donate \$5000 to AFL-CIO from undesignated reserves.
Consensus.
Amendment (VP)SP reduce amount donated to \$2500. Consensus.
- XI. Governance Workgroup (2:15-2:30 PM)
a. Current Board Steward Policy
b. Revised Board Steward Policy
Motion (R3)SP add discussion and remainder of Governance items at November retreat. Send to R14 Director by Nov 1. Consensus.
c. Board Substitution Policy
- XII. Curriculum for Officer Training in January 2026 (2:30-3:00 pm)
Motion (VP)SP to get training information to VP Halseth by Dec 1st.
Consensus.
- XIII. Investigation results with Isaac Kaufman (3:00-3:30 pm)
MS (R20)SP enter closed session at 3:04 pm, including the Speaker of Meet and Confer and Isaac Kaufman. Consensus.
Motion (R20)SP leave closed session at 4:00 pm. Consensus.
- XIV. Chief of Staff/Executive Director RFP (3:30 – 4:30 pm)
Motion (R15)SP approve RFP as presented with updates. Consensus.
Motion (R18)SP extend meeting. Consensus.
- XV. Adjourn
Motion(R18)P adjourn at 4:43 PM. Consensus.