



2015 MAPE Delegate Assembly

Ramada Mall of America, 2300 East American Blvd., Bloomington, MN
September 18 and 19, 2015

Key: M = Motion

S = Second

P = Passed

F = Failed

Day 1: Friday – September 18th

7:30 AM Registration (*Trustees & Staff*)

8:00 to 9:00 AM New Employee Orientation (*Presenter: 2nd VP Eva Larson*)
Train the trainer for MAPE new employee orientation

8:00 to 9:00 AM Working through Investigations & Grievances (*Presenter: 1st VP Jason Moran*)
The non-stewards guide to investigations and grievances

8:00 to 8:30 AM Overview of Delegate Assembly (*Presenters: Thu Phan and Joan Treichel*)
Information for First-Time Delegates/Alternates

8:30 to 9:00 AM Parliamentary Refresher (*Presenter Larry Souther*)
A Short Overview of Robert's Rules of Order

9:05 AM Delegate Assembly (DA) Convenes/Welcome

Introductions, Housekeeping & Assembly Open: President Chet Jorgenson

- Executive Committee: President Chet Jorgenson, First Vice President Jason Moran, Second Vice President Eva Larson, Secretary Mary Baker, Treasurer Michelle Doheny
- Parliamentarian: Patricia Reymann
- Legal Counsel: Gregg Corwin

Welcome: Executive Director Dan Holub

- Staff Introductions: Executive Director Dan Holub
 - Public Affairs and Communications Director Richard Kolodziejcki presenting Public Relations Coordinator Roberta Heine, Communications Coordinator Murray Cody, Public Relations Coordinator Ashley Erickson, and Public Affairs Coordinator Mackenzie Taylor
 - Member Engagement, Development and Organizing Director Lina Jamoul presenting Business Agents Rich Ransom, Kelly Ahern, Daniel Engelhart, Dave Kamper, and Nick Frey (not present: David Hearth and Kathy Fodness)
 - Business Manager Paul Schweizer presenting Accounting Assistant Zen Nguyen, Membership/Information Technology Specialist Paul Hamberg,

Financial Specialist Julie Lee, and Administrative Specialist Jewl Ross-Madrid (not present: Administrative Specialist Davia Curran)

- Administrative Assistant Kris Henry
- Delegate Assembly Planning Committee Members: Finance Committee Members (Michelle Doheny, Elladean Wikstrom, Scott Rood, Joel Hohenstein, Mari Haecherl, Gary Johnson, and Gerry Wenner) and MAPE Staff Kris Henry, Davia Curran, Paul Schweizer, and Paul Hamberg
- Trustees/Credentials Committee: Carol Logan, Howard Cutts, Joseph Sullivan, and Gregory Ellis
- Sergeant-at-Arms: Mary Welliver
- Tellers/Volunteers/Time Keepers: Glenn Donnay, Greg Williams, and Ron Rardin

9:20 AM Demonstration/training on “clicker” voting devices (Executive Director Holub)

Credentials Report: Trustees Chair Carol Logan /Credentials Committee

As of 9:40 a.m., 119 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

9:43 AM Eliot Seide, Executive Director, American Federation of State, County, and Municipal Employees (AFSCME) Council 5, addressed the Assembly.

9:50 AM Adopt Rules & Agenda: President Chet Jorgenson

- MP (Consensus) to adopt the Agenda for the 2015 DA as presented.
- MP (Consensus) to adopt the 2015 Delegate Assembly Standing Rules as amended.
 - MSP (L. Souther) to amend Part F.1 to read: No more than ~~two~~ one nomination speeches per candidate will be permitted at the Delegate Assembly. (Election Rules, Article III).
 - MSP (A. Bindman) to amend Part D.4.b to read: Voice vote will not be used unless the President certifies that the electronic voting is out of order.

Credentials Report: Trustees Chair Carol Logan /Credentials Committee

As of 9:50 a.m., 120 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

9:55 AM Finance Committee 2016 Budget Presentation

(Treasurer Michelle Doheny and Finance Committee Members)

- MP (Finance Committee) to approve the 2016 MAPE Budget as presented.
 - MSF (Y. Haddad) to postpone action on the Budget until the last agenda item.

10:15 AM Break; Assembly resumes at 10:40 AM

10:40 AM Grant Lindsay, Lead Organizer of the Industrial Areas Foundation and Andy Bahn, Local 601 President

12:00 PM Lunch Break; Assembly resumes at 12:45 PM

12:45 PM Government Relations Committee (GRC) Awards Ceremony

- Ann Hill (GRC Chair) welcomed MAPERs and invited them to join in recognizing two legislators with a lifetime commitment to labor issues.
- GRC Member Ray Knutson (Local 1901) presented Representative Karen Clark with the MAPE 2015 Legislator of the Year Award.
- Senator Scott Dibble unable to attend, but was also recognized.

MSP - Unanimous (A. Carrington) that MAPE make a contribution in the amount of \$500.00 in support of the family of missing MAPE Member Henry McCabe (Local 401).

Credentials Report: Trustees Chair Carol Logan /Credentials Committee

As of 1:23 p.m., 120 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

Assembly Business - Resolutions

MSF (L. Souther) to remove Part D.4 (electronic voting) of the Standing Rules. (requires 2/3 Vote: 69/54)

MP (as amended): Resolution 1. Notice of Changes to Governing Documents (Constitution)

That the Constitution be modified as shown below to allow the notification of changes to be conducted electronically. [requires 2/3 Vote: 106/4] [*Amended language indicated by italic strikethrough and double-underline.*]

- MSP (Doheny) to amend the Resolution to include “or made available electronically.” (Vote: 107/5)

Constitution	Resulting Language
<p style="text-align: center;">ARTICLE VIII AMENDMENTS</p> <p>Section 2. Notice. Prior written notice with copies of all proposed amendments or revisions to the Constitution must be mailed, or <u>emailed, or made available electronically</u> to all delegates and alternates and posted on the MAPE website at least 30 days prior to the Delegate Assembly. This notice shall identify the proposals as amendments or revisions. Individuals submitting proposed amendments or a revision must be members when the Delegate Assembly is convened, or their amendments will not be considered.</p>	<p style="text-align: center;">ARTICLE VIII AMENDMENTS</p> <p>Section 2. Notice. Prior written notice with copies of all proposed amendments or revisions to the Constitution must be mailed, emailed, or made available electronically to all delegates and alternates and posted on the MAPE website at least 30 days prior to the Delegate Assembly. This notice shall identify the proposals as amendments or revisions. Individuals submitting proposed amendments or a revision must be members when the Delegate Assembly is convened, or their amendments will not be considered.</p>

MP (as amended): Resolution 2. Notice of Changes to Governing Documents (Election Rules)

That the Election Rules be modified as shown below to allow the notification of changes to be conducted electronically. (Vote: 107/5) [*Amended language indicated by italic strikethrough and double-underline.*]

- MSP (Doheny) to amend the Resolution to include “or made available electronically.” (Vote: 107/5)

Election Rules	Resulting Language
<p>ARTICLE XII CHANGES TO THE ELECTION RULES</p> <p>2. Prior Notice. Prior written notice containing copies of all proposed changes to the Election Rules shall be mailed, or emailed, <u>or made available electronically</u> to all delegates, alternates, and members of the Board of Directors and posted on the MAPE website at least 30 days prior to the Delegate Assembly at which they will be considered. Individuals submitting proposed amendments must be members when the Delegate Assembly is convened, or their amendments will not be considered.</p>	<p>ARTICLE XII CHANGES TO THE ELECTION RULES</p> <p>2. Prior Notice. Prior written notice containing copies of all proposed changes to the Election Rules shall be mailed, emailed, or made available electronically to all delegates, alternates, and members of the Board of Directors and posted on the MAPE website at least 30 days prior to the Delegate Assembly at which they will be considered. Individuals submitting proposed amendments must be members when the Delegate Assembly is convened, or their amendments will not be considered.</p>

MP: Resolution 3. Personal Statements

That the election rules be modified as written below to extend the time given to candidates to submit personal statements. (112/1)

Election Rules			Resulting Language		
Last Possible Date	Regional & Local Electronic Election Timelines	No Later Than	Last Possible Date	Regional & Local Electronic Election Timelines	No Later Than
	Region or local (as appropriate) membership deadline to be eligible to vote	2 weeks prior to voting window opening		Region or local (as appropriate) membership deadline to be eligible to vote	2 weeks prior to voting window opening
	Nominations Close, Personal Statement Due			Nominations Close	
	<u>Personal Statement Due</u>	<u>7 days after nominations close</u>		Personal Statement Due	7 days after nominations close

MP: Resolution 4. New Negotiations Committee Members

That the Bylaws be amended to require seating of an eligible member to the Negotiations Committee. (Vote: 79/37)

- MSF (J. Johnson) to postpone indefinitely. (Vote: 18/85)
- MSF (K. Church) to extend debate. (Vote: 34/70)

Bylaws	Resulting Language
<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees as defined below.</p> <ul style="list-style-type: none"> • Constitution and Rules Committee • Diversity Committee • Elections Committee • Employee Rights Committee • Executive Committee • Finance Committee • Government Relations Committee • Job Action Committee • Local Presidents Committee • Meet and Confer Committee • Membership Committee • Negotiations Committee • Women’s Committee <p>Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. <u>In appointed committees,</u> Committee vacancies shall be filled following the same procedures as for the committee appointments.</p> <p>Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p>	<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees as defined below.</p> <ul style="list-style-type: none"> • Constitution and Rules Committee • Diversity Committee • Elections Committee • Employee Rights Committee • Executive Committee • Finance Committee • Government Relations Committee • Job Action Committee • Local Presidents Committee • Meet and Confer Committee • Membership Committee • Negotiations Committee • Women’s Committee <p>Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. In appointed committees, vacancies shall be filled following the same procedures as for the committee appointments.</p> <p>Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p>
<p>Section 13. Negotiations Committee.</p> <p>A. Statewide. Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy occur on the committee,</p>	<p>Section 13. Negotiations Committee.</p> <p>A. Statewide. Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy occur on the committee,</p>

<p>the Local Officers of the Region shall select a replacement from the affected Region's membership subject to Board ratification.</p> <p>Statewide Negotiations Committee members elected by the Regions in regularly scheduled elections will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members will not be replaced by newly-elected members while negotiations are in progress.)</p> <p>In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee and shall appoint one member of the Committee to serve as Chair of the Committee or two members to serve as co-chairs. The Statewide Negotiations Committee shall represent MAPE during negotiations with the employer. The three at-large members may be on a temporary basis. The Executive Committee, by a two-thirds vote, may select a substitute for any one of the at-large members on a need basis. All appointments are subject to approval by a majority vote of the Board of Directors.</p>	<p>the Local Officers of the Region shall select a replacement from the affected Region's membership.</p> <p>Statewide Negotiations Committee members elected by the Regions in regularly scheduled elections will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members will not be replaced by newly-elected members while negotiations are in progress.)</p> <p>In addition, the President, with the consent of the Executive Committee, may appoint up to three at-large members to the Committee and shall appoint one member of the Committee to serve as Chair of the Committee or two members to serve as co-chairs. The Statewide Negotiations Committee shall represent MAPE during negotiations with the employer. The three at-large members may be on a temporary basis. The Executive Committee, by a two-thirds vote, may select a substitute for any one of the at-large members on a need basis. All appointments are subject to approval by a majority vote of the Board of Directors.</p>
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- 2:00 PM MAPE Action Stories**
- Paid Parental Leave (Stephanie Meyer, Local 902)
 - Anti-Bullying in the Workplace (2nd VP Eva Larson and Nita Utterback, Local 1401)
- 2:30 PM Lieutenant Governor Tina Smith addressed the Assembly.**
- 2:40 PM MAPE Action Stories (continued)**
- Career Development and Advancement (Melissa Lam Young, Local 2101)
- 2:45 PM Negotiations Update (Sandra Dunn, Negotiations Committee Chair)**
- 3:00 PM Break; Assembly resumes at 3:30 PM**
- 3:30 PM Region 3 Member – Celi Haga, Leaving Wisconsin**
- 3:40 PM Legal Updates: Gregg Corwin (Legal Counsel) addressed the Assembly on challenges and opportunities.**
- 4:00 PM Assembly Business - Resolutions**

Credentials Report: Trustees Member Howard Cutts /Credentials Committee

As of 3:50 p.m., 118 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

MF: Resolution 5. Elections Committee Membership

That the bylaws be amended as shown below to allow all associate members, regardless of their retirement status, to serve on the Elections Committee. (Vote: 26/87)

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE III MEMBERSHIP</p> <p>Section 2. Associate Membership.</p> <p>A. Qualifications.</p> <ul style="list-style-type: none"> • Former MAPE members who are no longer in government service may become MAPE associate members. • Associate members who return to government service and are eligible for MAPE membership automatically lose their associate membership status. <p>B. Benefits. Associate members:</p> <ul style="list-style-type: none"> • Shall receive MAPE publications. • May participate in Local meetings. • May serve as non-voting associate members on local, regional, and statewide committees (with the exception of the Statewide Elections Committee on which associate members who are retired may serve as a voting member), with expenses – but not lost time – paid. (They will not be included in the required number of committee members with the exception of the Statewide Elections Committee on which associate members who are retired shall be included in the required number of committee members.) • May attend the annual Delegate Assembly at their own expense, except MAPE will pay for breakfasts and lunches. However, associate members serving in volunteer positions at the Delegate Assembly such as teller, timer, etc., will have mileage and lodging paid for by MAPE. • Shall have such other benefits as may be 	<p style="text-align: center;">ARTICLE III MEMBERSHIP</p> <p>Section 2. Associate Membership.</p> <p>A. Qualifications.</p> <ul style="list-style-type: none"> • Former MAPE members who are no longer in government service may become MAPE associate members. • Associate members who return to government service and are eligible for MAPE membership automatically lose their associate membership status. <p>B. Benefits. Associate members:</p> <ul style="list-style-type: none"> • Shall receive MAPE publications. • May participate in Local meetings. • May serve as non-voting associate members on local, regional, and statewide committees (with the exception of the Statewide Elections Committee on which associate members may serve as a voting member), with expenses – but not lost time – paid. (They will not be included in the required number of committee members with the exception of the Statewide Elections Committee on which associate members shall be included in the required number of committee members.) • May attend the annual Delegate Assembly at their own expense, except MAPE will pay for breakfasts and lunches. However, associate members serving in volunteer positions at the Delegate Assembly such as teller, timer, etc., will have mileage and lodging paid for by MAPE.

determined by the Board of Directors.

- Associate members have no voting rights in MAPE with the exception of the Statewide Elections Committee on which associate members ~~who are retired~~ may vote.

C. Associate members shall be associate members of the Local of their choice or remain at large.

**ARTICLE VI
STATEWIDE STANDING COMMITTEES**

Section 4. Elections Committee. The Elections Committee shall consist of five members. It shall serve as Elections committee for statewide and regional elections. ~~Retired individuals who are also associate~~ Associate members and who had been MAPE members for ~~the 2 years immediately preceding their retirement~~ the 2 years immediately preceding their retirement may serve as ~~full~~ full voting members of the Statewide Elections Committee but may not serve as chair. The Board of Directors shall designate one of the ~~five~~ committee members as ~~the~~ the committee chair. No statewide or regional officer or candidate for statewide or regional office shall be a member of this Committee. The committee's responsibilities include validating candidate credentials, monitoring campaigns, conducting statewide and regional elections and other statewide and regional voting, and hearing protests.

**ARTICLE VIII
ELECTIONS AND VACANCIES**

Section 1. Eligibility.

A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:

- 1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations;
- 2) not hold more than one office, including

- Shall have such other benefits as may be determined by the Board of Directors.
- Associate members have no voting rights in MAPE with the exception of the Statewide Elections Committee on which associate members may vote.

C. Associate members shall be associate members of the Local of their choice or remain at large.

**ARTICLE VI
STATEWIDE STANDING COMMITTEES**

Section 4. Elections Committee. The Elections Committee shall consist of five members. It shall serve as Elections committee for statewide and regional elections. Associate members who had been MAPE members for 2 years may serve as voting members of the Statewide Elections Committee but may not serve as chair. The Board of Directors shall designate one of the members as chair. No statewide or regional officer or candidate for statewide or regional office shall be a member of this Committee. The committee's responsibilities include validating candidate credentials, monitoring campaigns, conducting statewide and regional elections and other statewide and regional voting, and hearing protests.

**ARTICLE VIII
ELECTIONS AND VACANCIES**

Section 1. Eligibility.

A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:

- 1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations;
- 2) not hold more than one office, including

statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices;

- 3) except as noted in Exceptions, below be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;
- 4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;
- 5) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;
- 6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);
- 7) not be under sanction as provided in MAPE's parliamentary authority; and
- 8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.

B. Position-Specific Eligibility.

Statewide First Vice President. Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the ERC.

C. Exceptions.

- 1) After a local election, members who served on the local election committee and are not trustees may be appointed as Delegate Assembly delegates or alternates.
- 2) Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates and as local election committee members. They may also be appointed to other statewide committees and elected to local offices when the election is not administered by the Statewide Elections Committee.
- 3) If not candidates, officers and statewide

statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices;

- 3) except as noted in Exceptions, below be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;
- 4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;
- 5) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;
- 6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);
- 7) not be under sanction as provided in MAPE's parliamentary authority; and
- 8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.

B. Position-Specific Eligibility.

Statewide First Vice President. Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the ERC.

C. Exceptions.

- 1) After a local election, members who served on the local election committee and are not trustees may be appointed as Delegate Assembly delegates or alternates.
- 2) Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates and as local election committee members. They may also be appointed to other statewide committees and elected to local offices when the election is not administered by the Statewide Elections Committee.
- 3) If not candidates, officers and statewide

<p>committee members may serve on a local election committee.</p> <p>4) Retired individuals who are also associate <u>Associate members and who</u> had been MAPE members for the 2 years immediately preceding their retirement may serve as full voting members of the Statewide Elections Committee <u>but may not serve as chair.</u></p>	<p>committee members may serve on a local election committee.</p> <p>4) Associate members who had been MAPE members for 2 years may serve as voting members of the Statewide Elections Committee but may not serve as chair.</p>
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MF: Resolution 6. DA Business

That during the core hours of Delegate Assembly meetings, the agenda spends at least 90% of the time on the business of the union, not speakers, trainings, or entertainment. (Vote: 17/98)

- MSP (K. Church) to amend the Resolution to say that it goes into effect Monday, 9/21/15. (Vote: 79/25) [*Amended language indicated by double-underline.*]
- MSF (J. Koch) to amend the Resolution to be at least 50%. (Vote: 26/85)

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 2. Meetings. Times and places of meetings of the Delegate Assembly shall be established by the Executive Committee. The President may call meetings other than those required by the Constitution with the concurrence of a majority of the Board of Directors or on petition of 25% of the delegates eligible for attendance to the last-held Delegate Assembly and representing no less than 80% of the Locals. The President shall be the presiding officer of the Delegate Assembly.</p> <p><u><i>As of September 21, 2015, Mmeetings of the Delegate Assembly will be for the purpose of conducting the business of the union. At least 90% of the agenda will be comprised of this business, based on time allotted. Trainings, awards, speakers and the like can comprise the other 10% or they can be conducted at lunch or before and after the scheduled business meeting.</i></u></p>	<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 2. Meetings. Times and places of meetings of the Delegate Assembly shall be established by the Executive Committee. The President may call meetings other than those required by the Constitution with the concurrence of a majority of the Board of Directors or on petition of 25% of the delegates eligible for attendance to the last-held Delegate Assembly and representing no less than 80% of the Locals. The President shall be the presiding officer of the Delegate Assembly.</p> <p>As of September 21, 2015, meetings of the Delegate Assembly will be for the purpose of conducting the business of the union. At least 90% of the agenda will be comprised of this business, based on time allotted. Trainings, awards, speakers and the like can comprise the other 10% or they can be conducted at lunch or before and after the scheduled business meeting.</p>

MP (as amended): Resolution 7. Notice of Changes to Governing Documents (Bylaws)

That the Bylaws be modified as shown below to allow the notification of changes to be conducted electronically. (Vote: 109/5) [*Amended language indicated by italic strikethrough and double-underline.*]

- MSP (Doheny) to amend the Resolution to include “or made available electronically.” (Vote: 108/7)

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE XV AMENDMENTS</p> <p>1) Section 3. Notice of Amendment by Delegate Assembly. Written notice containing copies of all proposed amendments to the Bylaws must be mailed, or emailed, <u>or made available electronically</u> to all delegates, alternates and members of the Board of Directors and posted on the MAPE website at least 30 days prior to the Delegate Assembly at which they will be considered. Individuals submitting proposed amendments must be members when the Delegate Assembly is convened, or their amendments will not be considered.</p>	<p style="text-align: center;">ARTICLE XV AMENDMENTS</p> <p>1) Section 3. Notice of Amendment by Delegate Assembly. Written notice containing copies of all proposed amendments to the Bylaws must be mailed, emailed, or made available electronically to all delegates, alternates and members of the Board of Directors and posted on the MAPE website at least 30 days prior to the Delegate Assembly at which they will be considered. Individuals submitting proposed amendments must be members when the Delegate Assembly is convened, or their amendments will not be considered.</p>

MF: Resolution 8. Delegate Assembly Order of Business

That all committee reports will be presented, with time for questions, before a budget vote is conducted. (Vote: 36/78)

- MSP (K. Church) to amend the motion to say that it goes into effect Monday, 9/21/15. (Vote: 84/31)

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 2. Meetings. Times and places of meetings of the Delegate Assembly shall be established by the Executive Committee. The President may call meetings other than those required by the Constitution with the concurrence of a majority of the Board of Directors or on petition of 25% of the delegates eligible for attendance to the last-held Delegate Assembly and representing no less than 80% of the Locals. The President shall be the presiding officer of the Delegate Assembly.</p> <p><u>In Delegate Assembly meetings where a vote on the budget is on the agenda or required, committees requesting funds must give an annual report to the Delegate Assembly before the budget vote. A member of each committee must be available for questions and delegates must be given time to ask questions.</u></p>	<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 2. Meetings. Times and places of meetings of the Delegate Assembly shall be established by the Executive Committee. The President may call meetings other than those required by the Constitution with the concurrence of a majority of the Board of Directors or on petition of 25% of the delegates eligible for attendance to the last-held Delegate Assembly and representing no less than 80% of the Locals. The President shall be the presiding officer of the Delegate Assembly.</p> <p>In Delegate Assembly meetings where a vote on the budget is on the agenda or required, committees requesting funds must give an annual report to the Delegate Assembly before the budget vote. A member of each committee must be available for questions and delegates must be given time to ask questions.</p>

M (Withdrawn): Resolution 9. DA Packets

That Delegate Assembly packets will be mailed electronically to all delegates and alternates ahead of Delegate Assembly, unless requested to be sent by mail. Changes made between the mailing and the meeting will be available for download and not on paper the day of the meeting, unless specifically requested.

- MSP (K. Church) to withdraw Resolution 9. (Vote: 109/8)

Bylaws	Resulting Language
<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p><u>Section 6. Delegate Assembly Packets. Packets for the Delegate Assembly will be provided electronically to all delegates and alternates ahead of the Delegate Assembly. Those delegates or alternates wishing to receive packets by mail must specifically request them be mailed. Changes made to the packet materials between sending and the day of the meeting must be made available for download or sent by email. Delegates or alternates wishing paper copies must specifically request them ahead of the meeting.</u></p>	<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 6. Delegate Assembly Packets. Packets for the Delegate Assembly will be provided electronically to all delegates and alternates ahead of the Delegate Assembly. Those delegates or alternates wishing to receive packets by mail must specifically request them be mailed. Changes made to the packet materials between sending and the day of the meeting must be made available for download or sent by email. Delegates or alternates wishing paper copies must specifically request them ahead of the meeting.</p>

MP (Consensus) to recess the DA until Saturday morning.

5:00 PM Delegate Assembly recessed until 8:50 a.m. Saturday, September 19, 2015.

5:30 PM Social Hour

6:30 PM Awards Dinner

- Betty Rogers and Neil Farnsworth Awards (*presented by President Chet Jorgenson*)
- Membership Award (*presented by Second Vice President Eva Larson*)

8:00 PM Team MAPE Hospitality (*Political Action Committee, Government Relations Committee, and Membership Committee*)

2015 MAPE Delegate Assembly

Day 2: Saturday – September 19th

7:30 AM **Registration** (*Trustees & Staff*)

7:30 AM **Women’s Committee Sponsored Breakfast & All Other Attendees Breakfast**

8:50 AM **Delegate Assembly Reconvenes**

Housekeeping & Assembly Re-Opens: President Chet Jorgenson

Credentials Report: Trustees Chair Carol Logan /Credentials Committee

As of 9:00 a.m., 107 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

9:00 AM **The Path of Leadership by Dr. Artika Tyner** (*introduced by Nicole Juan, GRC*)
Sponsored by the Government Relations Committee (GRC)

10:15 AM **Nominations for Statewide Officers and Trustees**

Larry Souther (Constitution & Rules Committee Chair) chairing the meeting to open and close the nominations for Statewide Officers and Trustees.

President:

- Chet Jorgenson

First Vice President:

- Jason Moran

Second Vice President:

- Eva Larson

Treasurer:

- Michelle Doheny
- Samir Sant

Secretary:

- Marcia Soto

Trustees (2 positions):

- Mattaline Daniels
- Maggie Albert
- David Lehmer
- Jamie Lomheim

10:35 AM **Break; Assembly resumes at 10:50 AM**

- 10:55 AM** UNITE HERE Local 17, Nancy Goldman, President addressed the Assembly.
- 11:00 AM** State of the Union - Executive Director Dan Holub addressed the Assembly.
- 11:10 AM** MAPE Legislative Priorities presented by Ann Hill, GRC Chair

Credentials Report: Trustees Chair Carol Logan /Credentials Committee

As of 11:12 a.m., 112 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

MP (as amended): to approve the 2016 Team MAPE GRC Legislative Core Priorities.

(Vote: 100/7) [*Amended language indicated by underline and strikethrough.*]

1. MAPE supports a middle-class, family-friendly agenda ensuring equal opportunity for all.
2. MAPE supports equitable compensation and respectful treatment of all state employees.
3. MAPE supports efforts to provide sustainable resources for state government operations.
4. MAPE supports restoring the right to vote for those living in the community to save government resources and encourage civic participation.
5. MAPE supports a resolution asking Congress to remove the deadline for ratification by the states of the Equal Rights Amendment (ERA) to the United States Constitution.
6. MAPE supports funding for the maintenance and improvements of our statewide ~~transportation~~ infrastructure for the safety and economic growth of our state.
7. MAPE supports funding Minnesota State Colleges and Universities (MnSCU) at 100% cost of operations.
 - MSP (B. Dunn) to strike the word “transportation” from the 6th Core Priority. (Vote 101/5)
 - MSP (B. Dunn) to amend the 7th point of the 3rd Core Priority to read as follows: We support energy resource conservation measures and other green initiatives. (Vote: 101/4)
 - MSP (J. Parker-Der Boghossian) to add a 7th Core Priority: MAPE supports funding Minnesota State Colleges and Universities (MnSCU) at 100% cost of operations. (Vote: 61/39)
 - MSP (K. Church) to modify the 5th point of the 2nd Core Priority to incorporate the wording “immigration status/country of origin”. [*The language to be modified currently reads: We support the elimination of disparate treatment of employees based on gender, race, sexual orientation, gender, identity and expression, and parental status.*] (Vote: 93/15)

11:30 AM Assembly Business - Resolutions

M_: Resolution 10. Committee Meeting Attendance

- MSP (L. Souther) to postpone further discussion on the Resolution and any pending amendments until after lunch.

MSF (K. Church) to take 15 minutes for lunch, returning at 12:15 p.m. (requires a 2/3 Vote: 63/46)

12:00 PM **Box Lunches; Assembly resumes at 12:30 PM**

12:30 PM **Assembly Business - Resolutions**

Continued discussion on Resolution 10. Committee Meeting Attendance

Credentials Report: Trustees Chair Carol Logan /Credentials Committee

As of 12:39 p.m., 111 delegates seated out of a possible 123.

- MP (Consensus) to adopt the Credentials Report as presented.

MP (as amended): Resolution 10. Committee Meeting Attendance

That Article VI, Section 1 of the bylaws be amended as shown below. [*Amended language indicated by italic strikethrough and double-underline.*] (Vote: 95/1)

- MSP (T. Ries-Miller) to amend Resolution 10 to read and follows: (Vote 98/5)

Appointed committees may remove members:

- 1) When the member has 3 unexcused absences in the last 12 months;
- 2) With notification to the member 14 days prior to a vote by the committee;
- 3) By a majority vote of the committee.

Bylaws	Resulting Language
<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees as defined below.</p> <ul style="list-style-type: none">● Constitution and Rules Committee● Diversity Committee● Elections Committee● Employee Rights Committee● Executive Committee● Finance Committee● Government Relations Committee● Job Action Committee● Local Presidents Committee● Meet and Confer Committee● Membership Committee● Negotiations Committee● Women’s Committee <p>Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. Committee vacancies shall be filled following the same procedures as for the committee appointments.</p>	<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees as defined below.</p> <ul style="list-style-type: none">● Constitution and Rules Committee● Diversity Committee● Elections Committee● Employee Rights Committee● Executive Committee● Finance Committee● Government Relations Committee● Job Action Committee● Local Presidents Committee● Meet and Confer Committee● Membership Committee● Negotiations Committee● Women’s Committee <p>Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. Committee vacancies shall be filled following the same procedures as for the committee appointments.</p>

<p>Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p> <p><u>Any committee member who misses three committee meetings in any twelve month period and whose absences are not excused by a committee chair shall be automatically removed from committee membership.</u></p> <p><u>Appointed committees may remove members:</u></p> <ol style="list-style-type: none"> 1. <u>When the member has 3 unexcused absences in the last 12 months;</u> 2. <u>With notification to the member 14 days prior to a vote by the committee;</u> 3. <u>By a majority vote of the committee</u> 	<p>Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p> <p>Appointed committees may remove members:</p> <ol style="list-style-type: none"> 1. When the member has 3 unexcused absences in the last 12 months; 2. With notification to the member 14 days prior to a vote by the committee; 3. By a majority vote of the committee.
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MSP (J. O'Connor) that the following amendment to the Bylaws be posted after this Delegate Assembly. Furthermore, that this amendment be a special order on the next Board of Directors meeting agenda after the amendment has been posted for 30 days. (Vote: 98/6)

ARTICLE III MEMBERSHIP

Section 2. Associate Membership.

A. Qualifications.

- Former MAPE members who are no longer in government service may become MAPE associate members.
- Associate members who return to government service ~~and are eligible for MAPE membership~~ automatically lose their associate membership status.

Section 4. Application for Membership.

A. **Members.** Application for membership shall be on forms established by MAPE and shall be accompanied by an agreement for payment of dues. Membership shall be continuous until termination of employment, or written resignation. Written resignations shall become effective 30 days after receipt of resignation.

B. **Associate Members.** Application for associate membership shall be on forms established by MAPE. Associate membership shall continue until membership is terminated or until a written resignation is received. Associate membership will be terminated upon returning to government service ~~and becoming eligible for MAPE membership.~~

- MSF (P. Gurrero) to amend the language to be posted by changing the word “government” throughout to “state”. (Vote: 25/77)

Committee Chairs (reports as provided in the DA Packet)

Assembly Business – Resolutions (continued)

M (referred to the Diversity Committee): Resolution 11. Inclusive Language - Bylaws

That all instances of “s/he is” will be replaced by “they are” and “his/her” will be replaced by “their” in the Bylaws.

- MSP (D. Cameron) to amend Resolution 11 as indicated below by italicized strikethrough and double underline (Vote: 76/22)
 - MSF (L. Souther) to divide the question into four separate votes. (Vote: 20/74)
- MS (J. Parker-Der Boghossian) to postpone Resolution 11 indefinitely.
 - MSP (K. Church) to refer Resolution 11 to the Diversity Committee to research and make a recommendation to the 2016 DA. (Vote: 80/30)

Policy Amendment	Resulting Language
<p>ARTICLE III MEMBERSHIP</p>	<p>ARTICLE III MEMBERSHIP</p>
<p>Section 1. Qualifications for Membership. Any person is <u>To be</u> eligible to join MAPE, if s/he is they are <u>a person must be</u> an employee in a bargaining unit for which MAPE is the exclusive representative; makes an application for MAPE membership; and pays MAPE membership dues. Members on layoff, leave of absence without pay for a period exceeding twelve consecutive weeks, or contesting a dismissal may remain as members for up to a year by paying dues, but may not hold office or receive lost time pay during this time. Members on military leave, as defined in the Labor Agreement between MAPE and the State of Minnesota, Article 14, Section 3, Unpaid Leaves. C. Military Leave, continue to receive all the rights and benefits of membership without paying dues.</p>	<p>Section 1. Qualifications for Membership. To be eligible to join MAPE, a person must be an employee in a bargaining unit for which MAPE is the exclusive representative; make an application for MAPE membership; and pay MAPE membership dues. Members on layoff, leave of absence without pay for a period exceeding twelve consecutive weeks, or contesting a dismissal may remain as members for up to a year by paying dues, but may not hold office or receive lost time pay during this time. Members on military leave, as defined in the Labor Agreement between MAPE and the State of Minnesota, Article 14, Section 3, Unpaid Leaves. C. Military Leave, continue to receive all the rights and benefits of membership without paying dues.</p>
<p>ARTICLE V BOARD OF DIRECTORS</p>	<p>ARTICLE V BOARD OF DIRECTORS</p>
<p>Section 2 Substitutions. In an absence from a Board of Directors meeting or Delegate Assembly of Regional Director, the Regional Director shall select his/her their <u>a</u> substitute by rotation among the Local Presidents from his/her their <u>the represented</u> Region followed by Local Vice Presidents in the Region. If no</p>	<p>Section 2 Substitutions. In an absence from a Board of Directors meeting or Delegate Assembly of Regional Director, the Regional Director shall select a substitute by rotation among the Local Presidents from the represented Region followed by Local Vice Presidents in the Region. If no Local President</p>

Local President or Vice President is available to substitute, the Regional Director must select a member from his/her <u>their/the represented</u> Region.	or Vice President is available to substitute, the Regional Director must select a member from the represented Region.
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MP (as amended): Resolution 12. Dependent Scholarship

That the MAPE Dependent and Spouse Scholarships be awarded beginning in 2016. (Vote: 71/31) [*Amended language indicated by italic strikethrough and double-underline.*]

- MSP (E. Larson) to amend the language under Eligibility as follows: For the dependent/spouse application, the applicant must be a dependent or spouse of a MAPE Member ~~and remain a member until the scholarship is used.~~ (Vote: 88/12)
- MSF (A. Saupe) to amend Resolution 12 as indicated by the following italic strikethrough and double-underline. (Vote: 24/77)

Therefore, MAPE offers three scholarships to members ~~and one to spouses and dependents of MAPE members.~~

General Scholarship -- For individuals -- For degree or non-degree seeking continuing education -- ~~\$10,000~~ \$20,000 available (maximum of \$1,000 per applicant). Funds remaining after the membership scholarship award deadline may be awarded to spouses or dependents of MAPE members – for degree or non-degree seeking continuing education (maximum of \$250 per applicant).

~~Spouse/Dependent Scholarship – For spouses or dependents of MAPE members – for degree or non-degree seeking continuing education – \$10,000 available (maximum of \$250 per applicant).~~

- MSF (G. Schmidt) to amend Resolution 12 by increasing the maximum amount from \$250 to \$1,000. (Vote: 28/70)
- MSF (J. Ferrara) to extend debate for up to 10 more minutes. (Vote: 10/98)
- MSF (S. Sant) to amend Resolution 12 by increasing the maximum amount from \$250 to \$500. (Vote: 20/71)
- M (K. Church) to amend Resolution 12 as indicated by the following italic double-underline:

Spouse/Dependent Scholarship—For spouses or dependents of MAPE members—for degree or non-degree seeking continuing education *for labor related education purposes* - \$10,000 available (maximum of \$250 per applicant).

- Amendment ruled Out of Order by the Chair as not germane to the Motion.
- MSF (K. Church) to challenge the ruling of the Chair. (Vote: 89/15 to uphold the ruling of the Chair)
- MSP (M. Dreyer) to Call the Question. (requires 2/3 Vote: 110/1)

<p style="text-align: center;">MAPE Scholarship Policy</p> <p>Original Policy Approval Date: Delegate Assembly, 09/20-21/2013, <u>revised 9/18-19, 2015</u></p> <p>Summary: Defines the criteria and the awarding process for MAPE scholarships.</p>	<p style="text-align: center;">MAPE Scholarship Policy</p> <p>Original Policy Approval Date: Delegate Assembly, 09/20-21/2013, revised 9/18-19, 2015</p> <p>Summary: Defines the criteria and the awarding process for MAPE scholarships.</p>
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<p>Related Information:</p> <p>Policy:</p> <p>Professional employees need ongoing training to maintain their competency, enhance their professional development, and fulfill their continuing education requirements. Training opportunities are rapidly shrinking in the public sector, making it increasingly difficult for professional employees to get their training needs met. Therefore, MAPE offers three scholarships to members <u>and one to spouses and dependents of MAPE members.</u></p> <p>General Scholarship -- For individuals -- For degree or non-degree seeking continuing education -- \$10,000 available (maximum of \$1,000 per applicant).</p> <p>Ralph Cornelia Professional Development Scholarship -- For individuals or groups (such as a local; a group of members with the same job classification; or stewards in a region) -- For job-related, non-degree seeking continuing education -- \$10,000 available (maximum of \$1,000 per application)</p> <p>Thomas Kernan Labor Scholarship -- For individuals -- For labor-related studies -- \$5,000 available (maximum of \$1,000 per applicant)</p> <p><u>Spouse/Dependent Scholarship—For spouses or dependents of MAPE members—for degree or non-degree seeking continuing education—\$10,000 available (maximum of \$250 per applicant).</u></p> <p>Award determinations are based on criteria such as need, current or former MAPE involvement, and professional development goals. <u>Except for the dependent and spouse scholarship</u>, applicants should not specify a particular scholarship, as the MAPE Membership Committee will determine</p>	<p>Related Information:</p> <p>Policy:</p> <p>Professional employees need ongoing training to maintain their competency, enhance their professional development, and fulfill their continuing education requirements. Training opportunities are rapidly shrinking in the public sector, making it increasingly difficult for professional employees to get their training needs met. Therefore, MAPE offers three scholarships to members and one to spouses and dependents of MAPE members.</p> <p>General Scholarship -- For individuals -- For degree or non-degree seeking continuing education -- \$10,000 available (maximum of \$1,000 per applicant)</p> <p>Ralph Cornelia Professional Development Scholarship -- For individuals or groups (such as a local; a group of members with the same job classification; or stewards in a region) -- For job-related, non-degree seeking continuing education -- \$10,000 available (maximum of \$1,000 per application)</p> <p>Thomas Kernan Labor Scholarship -- For individuals -- For labor-related studies -- \$5,000 available (maximum of \$1,000 per applicant)</p> <p>Spouse/Dependent Scholarship—For spouses or dependents of MAPE members—for degree or non-degree seeking continuing education--\$10,000 available (maximum of \$250 per applicant)</p> <p>Award determinations are based on criteria such as need, current or former MAPE involvement, and professional development goals. Except for the dependent and spouse scholarship, applicants should not specify a particular scholarship, as the MAPE Membership Committee will determine</p>
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the appropriate one(s).

Although member awards can be as large as \$1,000, the number and size of awards depends largely on the number of members applying. The Membership Committee, or their designees select scholarship recipients, and the committee's decisions are final.

Applications will be accepted beginning February 1. (Any arriving at the MAPE office before February 1 will not be considered.) All applications must be physically at the MAPE office (not postmarked by) no later than 5 P.M. on March 31. Applications may be emailed, but the email time stamp must be no later than 5 P.M. on March 31. Applications arriving after this time will not be considered.

Applicants will be sent application receipt acknowledgements by email and notice of award or non-award of scholarships by email or U.S. mail. Scholarship winners will be formally announced at the annual Delegate Assembly in the fall. Attendance at the Delegate Assembly is not a requirement to receive a scholarship.

ELIGIBILITY

An applicant must be a member when submitting a scholarship application and, if eligible for membership, remain a member until completing training funded, or partially funded, by the scholarship. For the dependent/spouse application the applicant must be a dependent or spouse of a MAPE member ~~and remain a member until the scholarship is used.~~

Fee payers and associate members are not members and, therefore, are not eligible to submit a scholarship application.

~~Family members who are not MAPE members are not eligible.~~

An applicant may submit a membership application with a scholarship application.

A member on a leave of absence may use a scholarship.

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Fee payers and associate members are not members and, therefore, are not eligible to submit a scholarship application.

An applicant may submit a membership application with a scholarship application.

A member on a leave of absence may use a scholarship.

For group training funded, or partially funded, by a Ralph Cornelia Scholarship, the recipient must provide an opportunity for fee payers who wish to attend to become members immediately

For group training funded, or partially funded, by a Ralph Cornelia Scholarship, the recipient must provide an opportunity for fee payers who wish to attend to become members immediately before the start of training. Fee payers will be permitted to attend the training only if they join online in the presence of the recipient or complete a membership application and give it to the scholarship recipient or other member designated to register attendees, who will mail it to the MAPE office.

Statewide officers and Membership Committee members may not submit an application but may attend group training funded or partially funded by a Ralph Cornelia Scholarship.

An individual scholarship maximum award per individual is \$2,000.00 in four calendar years.

A scholarship recipient must not have voluntarily crossed the picket line in the last six years.

At the recipient's discretion and if space is available, people who are not eligible for membership in MAPE (including associate members) may attend group training funded, or partially funded, by a Ralph Cornelia Scholarship.

A member who does not use an awarded scholarship is not eligible for award for two calendar years.

APPLICATIONS

Applicants must use the attached form. (See links at the bottom of this page.)

Only complete applications will be considered.

An application will be considered complete when all the required information has been submitted. It is the sole responsibility of the applicant to ensure completeness.

TO SUBMIT AN APPLICATION

Send it attached to an email to Scholarships@mape.org (Signature not required), or
Fax it to MAPE at 651-227-5612, or
Mail it via the U.S. Postal Service to:
MAPE Scholarships
ATTN: Membership Committee

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MAPE Scholarships
ATTN: Membership Committee
3460 Lexington Ave N Ste 300

3460 Lexington Ave N Ste 300
Shoreview MN 55126-8062

COMMITTEE CONSIDERATIONS

Timeliness. Scholarships will not be awarded for debts incurred prior to February 1 of the application year.

Completeness and amount of detail in the application. Applicants should explain exactly what the scholarship will be used for (course name and provider), where, and when and not merely provide a Web address for the institution or company providing the training. An application merely indicating the applicant is likely to look for some training to take if awarded a scholarship will be rejected.

Degree. Work towards an undergraduate degree will be considered a higher priority than work towards a graduate degree.

Purpose.

-- Scholarships are awarded for career development or to increase knowledge likely to be useful to a MAPE leader.

-- Scholarships are not awarded for membership or license fees or lost time.

-- Scholarships may be used for a preparatory course for a test for a license or certification.

Institution. An application for training at a public institution will be considered more favorably than for training at a private institution.

CONDITIONS FOR AWARDED SCHOLARSHIPS

Before receiving payment, scholarship recipients must provide verification of receipts of actual costs (may include tuition, course materials, travel, and lodging expenses) and acceptance to a training facility. Scholarship money is usually paid out as a reimbursement of actual expense. Only in a rare case (e.g., extreme financial need), may a scholarship be paid in advance. (Applicants may notify the Membership Committee of an extreme need by emailing

Shoreview MN 55126-8062

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<p>Scholarships@mape.org.) To receive reimbursement, recipients must provide a receipt or other proof of the expense. The document(s) must be sent to an address in TO SUBMIT AN APPLICATION. To receive payment for group training funded, or partially funded, by a Ralph Cornelia Scholarship, the recipient must send a copy of the sign-in sheet to an address in TO SUBMIT AN APPLICATION.</p> <p>Scholarship awards must be used by December 31 (or within 18 months for Dependent/Spouse scholarship) of the following year. Only in extreme cases will the Membership Committee consider an extension. (Applicants with an extreme need can email the Membership Committee at Scholarships@mape.org. to request an extension.)</p>	<p>emailing Scholarships@mape.org.) To receive reimbursement, recipients must provide a receipt or other proof of the expense. The document(s) must be sent to an address in TO SUBMIT AN APPLICATION. To receive payment for group training funded, or partially funded, by a Ralph Cornelia Scholarship, the recipient must send a copy of the sign-in sheet to an address in TO SUBMIT AN APPLICATION.</p> <p>Scholarship awards must be used by December 31 (or within 18 months for Dependent/Spouse scholarship) of the following year. Only in extreme cases will the Membership Committee consider an extension. (Applicants with an extreme need can email the Membership Committee at Scholarships@mape.org. to request an extension.)</p>
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MP: Resolution 13. DA Resolution Requirement

That the Delegate Assembly Resolution Policy be amended to require that at least two people are submitting a Delegate Assembly resolution; and that this requirement will become effective at the close of the 2015 Delegate Assembly. (Vote: 79/29)

Delegate Assembly Resolution Policy	Resulting Language
<p>Resolutions to the Delegate Assembly (DA) can be submitted by:</p> <ul style="list-style-type: none"> • One <u>Two</u> or more members. • Local and statewide executive committees. • Locals. • Statewide standing committees identified in the Bylaws. • Board of Directors. • Board of Trustees. 	<p>Resolutions to the Delegate Assembly (DA) can be submitted by:</p> <ul style="list-style-type: none"> • Two or more members. • Local and statewide executive committees. • Locals. • Statewide standing committees identified in the Bylaws. • Board of Directors. • Board of Trustees.

M (referred to the Diversity Committee): Resolution 14. Inclusive Language – Policies

That all instances of “s/he is” will be replaced by “they are” and “his/her” will be replaced by “their” in the policies.

- MSP (K. Church) to refer Resolution 14 to the Diversity Committee to research and make a recommendation to the 2016 DA. (Vote: 100/5)

What is being amended	Resulting Language
<p>Code of Conduct Policy</p> <p>2. Avoid conflict of interest with respect to their fiduciary responsibility:</p> <ul style="list-style-type: none"> • There must not be self-dealing or any conduct of private business or personal services between any Board member, steward, officer or committee member and MAPE, except where openness, competitive opportunity and equal access to “inside” information can be assured. • Board and committee members, stewards and officers shall not use their positions to obtain employment within MAPE for themselves, family members or close associates. • Should a Board or committee member, steward or officer be considered for employment by MAPE, s/he <u>they</u> must temporarily withdraw from Board deliberation and voting (in the case of a Board member), and shall be denied access to Board information beyond that available to all applicants. 	<p>Code of Conduct Policy</p> <p>2. Avoid conflict of interest with respect to their fiduciary responsibility:</p> <ul style="list-style-type: none"> • There must not be self-dealing or any conduct of private business or personal services between any Board member, steward, officer or committee member and MAPE, except where openness, competitive opportunity and equal access to “inside” information can be assured. • Board and committee members, stewards and officers shall not use their positions to obtain employment within MAPE for themselves, family members or close associates. • Should a Board or committee member, steward or officer be considered for employment by MAPE, they must temporarily withdraw from Board deliberation and voting (in the case of a Board member), and shall be denied access to Board information beyond that available to all applicants.
<p>Hiring Policy</p> <p>6. The President and the Executive Director will be responsible for ensuring that references are thoroughly checked prior to any offer of employment. In the case of hiring for the Executive Director position, the President will assume the responsibility.</p> <p>Positions filled through the Selection Committee recommendation and Board approval process:</p>	<p>Hiring Policy</p> <p>6. The President and the Executive Director will be responsible for ensuring that references are thoroughly checked prior to any offer of employment. In the case of hiring for the Executive Director position, the President will assume the responsibility.</p> <p>Positions filled through the Selection Committee recommendation and Board approval process:</p>

Executive Director
Business Manager
Member Representation and Services
Director
Public Affairs and Communications Director
Business Agents
Organizer
Communications Coordinator
Public Affairs Coordinator
Assistant Communications Coordinator
Senior Communications Advisor

Positions filled by the Executive Director:

The following positions may be filled by the Executive Director and he/she will report the results to the Board of Directors at the next scheduled meeting following the completion of the hiring process. When positions ~~he/she supervises~~ they supervise are involved, the appropriate Division Director will participate in the hiring process.

Administrative Assistant
Financial Specialist
Administrative Specialist
Membership Database/IT Specialist
Accounting Assistant

Board of Directors Approval:

The Board will be provided with the successful candidate's credentials and the recommendation. The Board will accept or reject the recommendation by a majority vote. Following Board of Directors approval, the Executive Director or the President will make the offer of employment.

The Board may require that the selected candidate be presented to them and stand for questions at the scheduled Board meeting closest to the selection or at the next meeting of the Board.

Reimbursement Policy

Request Approval

Decisions on the validity of any reimbursement shall be the responsibility of the Statewide Treasurer. The determining factor regarding the

Executive Director
Business Manager
Member Representation and Services
Director
Public Affairs and Communications Director
Business Agents
Organizer
Communications Coordinator
Public Affairs Coordinator
Assistant Communications Coordinator
Senior Communications Advisor

Positions filled by the Executive Director:

The following positions may be filled by the Executive Director and he/she will report the results to the Board of Directors at the next scheduled meeting following the completion of the hiring process. When positions they supervise are involved, the appropriate Division Director will participate in the hiring process.

Administrative Assistant
Financial Specialist
Administrative Specialist
Membership Database/IT Specialist
Accounting Assistant

Board of Directors Approval:

The Board will be provided with the successful candidate's credentials and the recommendation. The Board will accept or reject the recommendation by a majority vote. Following Board of Directors approval, the Executive Director or the President will make the offer of employment.

The Board may require that the selected candidate be presented to them and stand for questions at the scheduled Board meeting closest to the selection or at the next meeting of the Board.

Reimbursement Policy

Request Approval

Decisions on the validity of any reimbursement shall be the responsibility of the Statewide

validity of reimbursement shall be based on the direct benefit to MAPE being greater than the benefit to the individual. The Treasurer's decision may be appealed to the Board of Trustees. Any reimbursement decision still questioned may be appealed to the Board of Directors for final determination. Anyone with authority to approve MAPE expenses shall not approve their own expense reports.

The Treasurer, with concurrence of the Statewide President, has the authority to withhold payment or take corrective action on items that ~~he/she deems~~ they deem to be inconsistent, need further justification or are not in the best interest of MAPE. Written notice to the MAPE member or staff will accompany the check or be in replacement of the check if expenses are denied. Appeals to the Board of Directors for final determination are always available. Appeals must be in written form and submitted to the Statewide President at least 10 working days prior to the scheduled Board meeting.

Steward Certification and Revocation, MAPE Communicator and Steward Training Notice Policy

Appeal to Employee Rights Committee (ERC)
If a steward who has had ~~his/her~~ their certification revoked files a written appeal to the Statewide First Vice-President at the MAPE office within 30 days of the date on the notice of revocation, the ERC will hear the appeal at its next scheduled meeting (if possible). The ERC will hear the appeal under the same rules as apply to an arbitration appeal, with the decision team presenting their findings. If the ERC votes (by majority exclusive of the decision team) to uphold the decision to revoke the steward's certification, the steward's certification will be revoked. If the ERC votes (by majority exclusive of the decision team) to not uphold

Treasurer. The determining factor regarding the validity of reimbursement shall be based on the direct benefit to MAPE being greater than the benefit to the individual. The Treasurer's decision may be appealed to the Board of Trustees. Any reimbursement decision still questioned may be appealed to the Board of Directors for final determination. Anyone with authority to approve MAPE expenses shall not approve their own expense reports.

The Treasurer, with concurrence of the Statewide President, has the authority to withhold payment or take corrective action on items that they deem to be inconsistent, need further justification or are not in the best interest of MAPE. Written notice to the MAPE member or staff will accompany the check or be in replacement of the check if expenses are denied. Appeals to the Board of Directors for final determination are always available. Appeals must be in written form and submitted to the Statewide President at least 10 working days prior to the scheduled Board meeting.

Steward Certification and Revocation, MAPE Communicator and Steward Training Notice Policy

Appeal to Employee Rights Committee (ERC)
If a steward who has had their certification revoked files a written appeal to the Statewide First Vice-President at the MAPE office within 30 days of the date on the notice of revocation, the ERC will hear the appeal at its next scheduled meeting (if possible). The ERC will hear the appeal under the same rules as apply to an arbitration appeal, with the decision team presenting their findings. If the ERC votes (by majority exclusive of the decision team) to uphold the decision to revoke the steward's certification, the steward's certification will be revoked. If the ERC votes (by majority

<p>the decision team’s revocation, the steward will be reinstated as a MAPE steward.</p> <p>Reinstatement: After one year and each year thereafter, a member who has had his/her <u>their</u> steward certification revoked may make a request in writing to the statewide First Vice President for reinstatement as a certified steward.</p>	<p>exclusive of the decision team) to not uphold the decision team’s revocation, the steward will be reinstated as a MAPE steward.</p> <p>Reinstatement: After one year and each year thereafter, a member who has had their steward certification revoked may make a request in writing to the statewide First Vice President for reinstatement as a certified steward.</p>
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M (referred to the Board of Directors): Resolution 15. Printing Contracts

Reduce printing of MAPE contract from total number needed to cover MAPE members, and any secondary request, to one third or one half. Distribution of hard copies would still happen as it does today, however, the number of contracts would be determined by a percentage per local/region. Additional copies can be requested because any undistributed copies would be returned to MAPE’s central office.

- MS (J. Holloway) to amend the Resolution as indicated below by underline and strikethrough:

Reduce printing of MAPE contract from total number needed to cover MAPE members, and any secondary request, to one third or one half. Distribution of hard copies would still happen as it does today, however, the number of contracts would be determined by a ~~percentage survey of members~~ percentage survey of members per local/region, with additional copies for new employees. Additional copies can be requested because any undistributed copies would be returned to MAPE’s central office.

- MSP (L. Souther) to refer the amendment and main Resolution to the MAPE Board of Directors to address. (Vote: 92/13)

MP: Resolution 16. Associate Members’ Regions

That the MAPE Board of Directors create a committee to report back to the Board by January 31, 2016 with proposed bylaw changes to create a region made up of Associate members with local officers being elected by members of that region. The committee should also make recommendations on whether the region should have representation on the Board and at delegate assembly with non-voting members. Associate members may not be included in voting for statewide elections. (Vote: 85/21)

MSP (L. Souther) to adjourn at 2:07 p.m.

Prize Drawings (conducted by 1st Vice President Jason Moran, Treasurer Michelle Doheny, and Administrative Assistant Kris Henry)

Submitted by Mary Baker, Statewide Secretary

Approved: October 16, 2015

MAPE 2015 DELEGATE ASSEMBLY

Actions Taken

MAPE 2016 Budget Passed as presented

2016 Team MAPE GRC Legislative Core Priorities Passed as amended

RESOLUTIONS (1 – 16)

Constitution

1. Notice of Changes to Governing Documents (Constitution) Passed as amended

Election Rules

2. Notice of Changes to Governing Documents (Election Rules) Passed as amended

3. Personal Statements Passed as presented

Bylaws

4. New Negotiations Committee Members..... Passed as presented

5. Elections Committee Membership..... Failed

6. Delegate Assembly Business.....Failed

7. Notice of Changes to Governing Documents (Bylaws).....Passed as amended

8. Delegate Assembly Order of Business Failed

9. Delegate Assembly Packets Withdrawn

10. Committee Meeting Attendance Passed as amended

11. Inclusive language – Bylaws Referred to the Diversity Committee

Policies

12. Dependent Scholarship Passed as amended

13. Delegate Assembly Resolution Requirement Passed as presented

14. Inclusive Language – PoliciesReferred to the Diversity Committee

Other – Non-Negotiations

15. Printing ContractsReferred to the Board of Directors

16. Associate Members’ Regions Passed as presented

Negotiations - None

(Per the 2016 Delegate Assembly Standing Rules, Resolutions dealing with negotiations issues are not debated by the Assembly. Instead, delegates rate the negotiations related resolutions independently on the form provided. The Credentials Committee tabulates the forms and reports the results to the Negotiations Committee.)

Recipients of Awards during the 2015 Delegate Assembly

6:30 pm Awards Dinner (9/18/15)

- Betty Rogers Award (President Chet Jorgenson): presented to the Paid Parental Leave Taskforce (Andy Bahn, Amy Braun, Angela Byrne, Dawn Cameron, Deepa deAlwis, Jamie Fitzpatrick, Mike Foster, Dan Krier, Henry McCabe, Mike McCarthy, Stephanie Meyer, Melissa Wenzel, Joan Treichel, Kerstin Forsythe, Josh Rounds, Maggie Weaver, Holly Lahd, and MAPE staff Lina Jamoul, Dave Kamper, Nick Frey, McKenzie Taylor)
- Neil Farnsworth Distinguished Service Award (President Chet Jorgenson): presented to the Anti-Bullying Taskforce (Teresa Chapman, Cindy Kolodziejski, Lynn Lenz, Mike Moriarty, Anne Moore, Alice Percy, Julie Sullivan, Randy Wills, Mike Landers, and MAPE staff Kathy Fodness, Ashley Erickson, Richard Kolodziejski)
- Membership Award (E. Larson): presented to Deepa deAlwis (301)

MAPE Scholarships Awarded in 2015

Women's Committee:

2015 MAPE Marge Ramsey Scholarship Awards

Recipient	Local
Barbara A. Clark	701
Ruthie M. Dallas	2101
Jennifer D. Foley	1702

Recipient	Local
Wendy Murphy	802
Anne R. M. Sheridan	1001
Carol L. Wheeler	1902

Membership Committee:

2015 MAPE Ralph Cornelia Professional Development Scholarship Awards

(For individuals or groups for job-related, non-degree seeking continuing education)

Recipient	Local	Recipient	Local	Recipient	Local
Tarah Bjorklund	1201	Grant Heino	1302	Vicki Riedinger	1502
Michelle Britton	1201	Janelle Holter	2001	Andrea Robinson	801
Megan Dehn	401	Scott L. Johnson	1301	Halie Rostberg	1101
Terry Gromala	2101	Michele Murphy	1101	Jack Rusinoff	1101
Kathleen Hartl	1703	Anne Paulson	501	Daryl Scholz	1702
Adele Hebl	701	Kay Pedredtti	2001	Jodi Wroblewski	1702

2015 MAPE General Scholarship Awards

(For individuals for degree or non-degree seeking continuing education)

Recipient	Local	Recipient	Local	Recipient	Local
Mary Babcock	1301	Nicole Juan	601	Jody-Kay M. Peterson	802
Helen Bassett	502	Heather Kamps	1001	Cindy Shelvin-Woodcock	1001
Samantha Burington	1001	Laura Keiser	1102	Vicki Steinberg	1701
Joseph Dobbert	202	Sonya Kith	201	Susan Sunde	1601
Kathleen Grady	1301	Jason Lachowsky	1201	Tami Wesselink	1801
Theresa Haugen	1301	Thomas Lorendo	1201	Joshua Witte	2101
Kaherine Hostnick-Harper	1601	Danielle Meservy	1301	Bao Yang	1201
Dawn Hyland	2101	Dana Nelson	2101	Sophanna York	201