



2016 MAPE Delegate Assembly

DoubleTree by Hilton St. Paul Downtown
411 Minnesota Street, St. Paul, MN 55101
September 23 and 24, 2016

Key: M = Motion S = Second P = Passed F = Failed

Day 1: Friday – September 23

7:30 AM Registration (Trustees & Staff) Grand Atrium

7:30 AM Vendor Tables Open (Grand Atrium)
AAA, Capital Street, MSRS, Affinity Plus, Hi-Way Credit Union, Jason Gorman Relator, LES, Liberty Mutual, SEGIP, Minnesota Benefit Association, Women’s Committee, Membership Committee, GRC-PAC.

8:30-8:40 AM Delegate Assembly Convenes/Welcome (Town Square Ballroom)

8:40-9:00 AM Lieutenant Governor Tina Smith addressed the assembly

9:00 AM A moment of silence: To honor Mark Procter and his service to Minnesota and our union.

9:05 AM Introductions, Housekeeping & Assembly Open:

- President Chet Jorgenson
- Introduce the Executive Committee: Jason Moran, First Vice President; Eva Peterson, Second Vice President; Michelle Doheny, Statewide Treasurer; and Marcia Soto, Statewide Secretary
- Welcome first time Delegates and Alternates
- Welcome: Executive Director Dan Holub
- Staff Introductions: Executive Director Dan Holub
- Credentials Report: Trustees Chair Joe Sullivan
- Parliamentarian: Patricia Reymann
- Adopt Rules: President Chet Jorgenson
- Adopt Agenda: President Chet Jorgenson

9:10 AM Demonstration and training on voting devices – Dan Holub

Credentials Report: Trustees Chair Joe Sullivan /Credentials Committee
As of 9:03 a.m., 89 delegates, 2 upgraded alternates, 5 statewide officers, and 19 regional directors, seated out of a possible 130.

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

9:20 AM **Adopt Rules & Agenda: President Chet Jorgenson**
• **MP** (Consensus) to adopt the Agenda for the 2016 DA as presented.

9:30-10:30 **New Employee Orientation**
Eva Larson and Membership Committee

9:30-10:30 **Working through Investigations and Grievances**
Jason Moran and Kathy Fodness

9:30-10:00 **Overview of Delegate Assembly**
Joan Treichel and Membership Committee

10:00-10:30 **Parliamentary Refresher**
A Short Overview of Robert's Rules of Order
Presenter: Larry Souther and Glenn Donnay

10:30-10:45 **Break; Delegate Assembly Resumes**

Credentials Report: Trustees Chair Joe Sullivan /Credentials Committee
As of 10:03 a.m., 91 delegates, 5 upgraded alternates, 5 statewide officers, and 21 regional directors, seated out of a possible 130.
o **MP** (Consensus) to adopt the Credentials Report as presented

11:00 **Finance Committee 2017 Budget Presentation** (Doheny)
Treasurer Michelle Doheny and Finance Committee Members
MP (Consensus) to approve the 2017 Budget as presented.

11:15 **Organizing Presentation**
Roy Magnuson (Saint Paul Federation of Teachers), Mark Dawson (Amalgamated Transit Union), Joan Treichel (Region 6 Director), Valerie Dorf and Jennifer Johnsgard (Local 1502) provided an update.

12:15 **Lunch; Assembly Resumes**

1:15 PM **Assembly Business Resumes** (Resolutions begin)

Credentials Report: Trustees Chair Joe Sullivan /Credentials Committee
As of 1:15 p.m., 90 delegates, 4 upgraded alternates, 5 statewide officers, and 20 regional directors, seated out of a possible 130.
o **MP** (Consensus) to adopt the Credentials Report as presented

Assembly Business – Resolutions

Withdrawn: Resolution 1 None
This resolution was withdrawn.

MP (Consensus) to combine resolutions 2 and 4: **Resolution 2 Elections and Vacancies**
• **MP** that the Election Rules Timetable be amended as detailed below to allow MAPE members to be nominated or appointed 30 days after becoming a MAPE member [Vote: 109/11].

[Amended portion]	MAPE ELECTION TIMETABLE Appendix A	
Last Possible Date	Statewide Officer & Trustee Election Timelines	No Later Than
	Membership deadline to be eligible as candidate	120 <u>30</u> days prior to close of nominations

MP (Consensus) to combine resolutions 2 and 4. **Resolution 4 Bylaws Elections and Vacancies**

- **MP** that the Bylaws be amended as detailed below to allow MAPE members to be nominated or appointed 30 days after becoming a MAPE member

What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility. A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <p style="padding-left: 40px;">1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least four months <u>30 days</u> prior to the closing of nominations;</p>	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility. A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <p style="padding-left: 40px;">1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations;</p>

M__ to have alternate members. **Resolution 3 Negotiation Committee Alternate Member**

- **MP** (Meyer) to amend the first sentence of the amendment to add “may elect an” [Vote: 73/25]
- **MF** to postpone the resolution indefinitely.
- **MP** (Souther) to postpone the resolution for further discussion until tomorrow, 9/24/16.

What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 13. Negotiations Committee.</p> <p>A. Statewide. Each Region shall elect a member <u>and may elect an alternate member</u> 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 <u>that cannot be worked out between member or alternate member</u>, the Local Officers of the Region shall select a replacement from the affected Region’s membership. Statewide Negotiations Committee members <u>and alternate members</u> elected by the Regions in regularly scheduled elections<u>elections</u> will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members <u>or alternate members</u> will not be replaced by newly-elected members while negotiations are in progress.) <u>The alternate member shall attend the statewide negotiation committee meeting when the committee member cannot attend.</u></p>	<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 13. Negotiations Committee.</p> <p>A. Statewide. Each Region shall elect a member and an alternate 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 that cannot be worked out between member or alternate member the Local Officers of the Region shall select a replacement from the affected Region’s membership. Statewide Negotiations Committee members and alternate 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 or alternate members will not be replaced by newly-elected members while negotiations are in progress.)</p>

- 2:15 PM** **First 30-day Initiative**
Lina Jamoul and Eva Peterson provided an update.

- 2:30 PM** **Break, Assembly Resumed**

- 2:40 PM** **Anti-Bullying 101**
Panel discussion with Kathy Fodness, Ashley, Erickson, Julie Sullivan, Alice Percy, and Kelly Ahern
 - Update on MAPEs month long anti-bullying event in Oct.
 - Update on the Oct. 19 steward regional training

3:30 PM **Delivery of letter to Mr. David Kuplic, Board of Directors for Allina Health**
Allina nurses provided an update on the strike and DA marched with them to deliver a letter to David Kuplic, Board of Director for Allina Health

Contact information:

- **David Kuplic**
651-665-3500 davidkuplic@advantuscapital.com and davidkuplic@msn.com
- **Penny Wheeler, Allina CEO**
612-262-0605

4:10 PM **Gregg Corwin, Legal update**
Provided an update on legal matters.

4:20 PM **Anti-Bullying 101 (continued)**
Ashley Erickson wrapped up the anti-bullying update. Her contact information is aerickson@mape.org. If anyone has photos from the protest email them to her.

4:30 PM **Negotiation Listening Session (Holub)**
Delegates met in groups to answer the question: What would have to change for you to be able to recommend to your child to pursue a state government career? (Handouts)

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

5:30-6:30 PM **Social Hour**

6:30 PM **Awards Dinner**

- Betty Rogers award to Regional Director Sandy Dunn (presented by President Chet Jorgenson)
- Neil Farnsworth award to Frist Vice President Jason Moran (presented by President Chet Jorgenson)
- Membership award to Region 4 (presented by 2nd VP Eva Peterson)
- Recruiter of the year award to member Deepa DeAlwis (presented by 2nd VP Eva Peterson)

8:00 PM **Team MAPE Hospitality (Political Action Committee)**

8:00 PM **Zumba – Ellena Schoop**

Saturday – September 24

- 6:30 AM** **Zumba** – Ellena Schoop
- 7:30 AM** **Registration** (Trustees & Staff)
- 7:30 AM** **Women’s Committee Breakfast**
- 7:30 AM** **Minnesota State (formerly MnSCU) Breakfast**
- 7:30 AM** **All Other Attendees Breakfast**
- 8:50 AM** **Delegate Assembly Re-Convenes**

Housekeeping and Assembly Re-Open: President Chet Jorgenson
 Credentials Report: Trustees Chair Joe Sullivan
 Recognize Seasoned Delegates and Alternates

Credentials Report: Trustees Chair Joe Sullivan /Credentials Committee

As of 9:00 a.m., 77 delegates, 10 upgraded alternates, 5 statewide officers, and 21 regional directors, seated out of a possible 130.

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

9:00 AM **Assembly Business Resumes** (Resolutions)

M__ No Action Taken (referred this resolution to Negotiations Committee) **Resolution 3**

Negotiation Committee Alternate Member (*continued from 9/23/16*)

- **MSP** (Schoop) refer this resolution to a committee that will consist of 2 directors, 2 negotiation representatives and a member of the constitution and rules committee. Committee members will be appointed by the Statewide President. Costs of the committee to come from undesignated reserves and this committee will report back to the Delegate Assembly in 2017. The Chair divided this resolution into two questions and will refer to the new committee [Vote: 99/7].
- **M__ No Action Taken** (Sant) to amend the last sentence to add “The alternate member shall attend the statewide negotiation committee meeting when the committee member cannot attend.” The chair will refer to the new committee.
- **M__ No Action Taken** (Schoop) on how to deal with a member vacancy? That the bylaws be amended to allow locals to elect or appoint an alternate member to the Negotiation Committee.

MP (Consensus) to combine resolutions 5 and 7. **Resolution 5 Inclusive Language Changes to Bylaws**

- **MP** (Church) all instances of “s/he is” will be replaced by “they are” and “his/her” will be replaced by “their” in the Bylaws. [requires Vote: 94/10]
- **MP** (Consensus) to amend the first sentence of the amendment to add “a.” to amend the last sentence to cross out “his/her.”
- **MF** (Nere) to revote on either motion. [Vote: 53/63]

What is being amended?	Resulting Language
ARTICLE III	ARTICLE III

MEMBERSHIP
<p>Section 1. Qualifications for Membership. Any person is eligible to join MAPE if s/he is <u>they are</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>ARTICLE V BOARD OF DIRECTORS</p>
<p>Section 2 Substitutions. In an absence from a Board of Directors meeting or Delegate Assembly of <u>a</u> Regional Director, the Regional Director shall select his/her <u>their</u> substitute by rotation among the Local Presidents from his/her <u>their</u> Region followed by Local Vice Presidents in the Region. If no Local President or Vice President is available to substitute, the Regional Director must select a member from his/her <u>their</u> Region.</p>

MEMBERSHIP
<p>Section 1. Qualifications for Membership. Any person is eligible to join MAPE if they are 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>ARTICLE V BOARD OF DIRECTORS</p>
<p>Section 2 Substitutions. In an absence from a Board of Directors meeting or Delegate Assembly of <u>a</u> Regional Director, the Regional Director shall select their substitute by rotation among the Local Presidents from their Region followed by Local Vice Presidents in the Region. If no Local President or Vice President is available to substitute, the Regional Director must select a member from their Region.</p>

MP (Consensus) to combine resolutions 5 and 7. Resolution 7 Inclusive Language Changes to Policies

- **MP (Church)** all instances of “s/he is” will be replaced by “they are” and “his/her” will be replaced by “their” in the policies

What is being amended?	Resulting Language
<p>Code of Conduct Policy 2. Avoid conflict of interest with respect to their fiduciary responsibility:</p>	<p>Code of Conduct Policy 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, she <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. 	<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> <ul style="list-style-type: none"> 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 <p>Positions filled by the Executive Director:</p> <p>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 <u>supervises they supervise</u> are involved, the appropriate Division Director will participate in the hiring process.</p> <ul style="list-style-type: none"> Administrative Assistant Financial Specialist Administrative Specialist Membership Database/IT Specialist Accounting Assistant 	<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> <ul style="list-style-type: none"> 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 <p>Positions filled by the Executive Director:</p> <p>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.</p> <ul style="list-style-type: none"> 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.

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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 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.

Reimbursement Policy

Request Approval
Decisions on the validity of any reimbursement shall be the responsibility of the Statewide 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 ~~his/her~~ their certification revoked files a written appeal to the Statewide First VicePresident 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

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If a steward who has had their certification revoked files a written appeal to the Statewide First VicePresident 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

<p>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 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>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 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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MP: Resolution 6 Funds Policy

- That the Funds Policy be amended as detailed below to reduce the income allocation to these funds from 2% back to 1% [requires Vote: 107/7]
- **MF (Kelly)** to amend that starting in 2018, to take 1% of the 2%, and move the 1% to the crisis fund [requires Vote: 30/87]

What is being amended?	Resulting Language
<p style="text-align: center;">Funds Policy</p> <ul style="list-style-type: none"> • Operations Continuity Fund: Disbursements from this fund are to cover MAPE operating expenses during a labor action and is funded with 2 <u>1</u> percent of dues income. • Capital Improvement Fund: Expenditures from this fund are for capital improvements such as furniture and computer equipment and is funded with 2 <u>1</u> percent of dues income plus depreciation transfers. 	<p style="text-align: center;">Funds Policy</p> <ul style="list-style-type: none"> • Operations Continuity Fund: Disbursements from this fund are to cover MAPE operating expenses during a labor action and is funded with 1 percent of dues income. • Capital Improvement Fund: Expenditures from this fund are for capital improvements such as furniture and computer equipment and is funded with 1 percent of dues income plus depreciation transfers.

9:40 AM **Delegate Assembly Strategic Planning (Holub)**

10:00 AM **Rose Roche, Executive Director of the Minnesota Nurses Association**
Provided a presentation and update

MP: 2017 Legislative Priorities

- **MSP** (Church) to amend and add “Support of elimination of temporary classified positions” under MAPE supports equitable compensation and respectful treatment of all state employees [Vote: 91/6].
- **MP** (Bergeron) to amend and add a bullet to include “the study and analysis of fossil fuel divestment” under MAPE supports efforts to provide sustainable resources for state government operations [Vote: 88/23].
- **MP** (Snively) to approve the amended 2017 Legislative Priorities and 2016 Legislative vote Scores as amended [Vote: 105/6].

10:30 AM **State of the Union** (Holub)

11:00 AM **Governor Mark Dayton**
Provided a presentation

MP: Resolution 8 State Pension Funds to Divest Holdings in Fossil Fuel companies and Reinvest in Cleaner Forms of Energy [Vote: 103/9].

- **MP** (Wenzel) to amend the resolution to add:
 - **3rd paragraph** Whereas, the first step to fossil fuel divestment would be conducting an analysis of how fossil fuel companies have impacted our pension funds over the last decade, and what risk they pose to future profits, to ensure divestment as a financially sound decision.
 - **6th paragraph** Whereas, because of fossil fuel underperformance, cost-competitiveness of renewables, and ambitious global climate goals, board members have a fiduciary duty to do their due diligence and study the risks of staying invested in fossil fuels.
 - **10th paragraph** Therefore, be it resolved that the Minnesota Association of Professional Employees supports encouraging the State Board of Investment to take a first step towards divestment by studying the financial risk fossil fuel companies pose to our pension funds, and given the results, subsequently divest from holdings in fossil fuel companies and to reinvest those funds in cleaner energy options.
 - **11th paragraph** Therefore, be it resolved and that the Board of Directors is hereby directed to communicate this to the State Board of Investment by the means it deems most appropriate.

MP (LeMay) be it resolved that the Minnesota Association of Professional Employees supports encouraging the State Board of Investment to divest from holdings in fossil fuel companies and to reinvest those funds in cleaner energy options, and that the Board of Directors is hereby directed to communicate this to the State Board of Investment by the means it deems most appropriate as amended [Vote 104/15].

Referred to Negotiations Committee: Delegates are asked to rate Resolutions 9 and 10 and turn in the rate forms to the Credentials Committee by Close of Business Friday, September 30, 2016.*

Resolution 9 Expand Career Opportunities*

That the MAPE Negotiations Committee bargain for a contract change to allow employees assigned to one agency but working at another agency location (embedded) to be considered for an internal agency posting in the agency in which they are embedded (if no eligible employee

bids on the position) prior to the position’s being posted externally. In reciprocation, employees assigned to an agency where there is an embedded agency posting should also be eligible to be considered for an embedded agency internal posting if the work location is the same as the host agency work location.

What is being amended?	Resulting Language
<p style="text-align: center;">ARTICLE 16</p> <p>VACANCIES, FILLING OF POSITIONS Section 4. Filling of Positions.</p> <p>C. Other Means of Filling the Vacancy. If the position is not filled as provided in Section 3, 4.A. or 4.B. above, the Appointing Authority shall have the option of filling the vacancy by any of the following methods:</p>	<p style="text-align: center;">ARTICLE 16</p> <p>VACANCIES, FILLING OF POSITIONS Section 4. Filling of Positions.</p> <p>C. Additional Internal Applicant Considerations. Employees assigned to one agency but working at another agency location (embedded) shall be considered for an internal agency posting in the agency in which they are embedded (if no eligible employee bids on the position) prior to the position’s being posted externally. In reciprocation, employees assigned to an agency where there is an embedded agency posting are eligible for consideration for an embedded agency internal posting if the work location is the same as the host agency work location.</p> <p>D. Other Means of Filling the Vacancy. If the position is not filled as provided in Section 3, 4.A, 4.B. or 4. C. above, the Appointing Authority shall have the option of filling the vacancy by any of the following methods:</p>

Resolution 10 Change in policy of work week and hours required to fulfill full-time employee requirement*

Telecommuting policies should be lenient and workable in most State positions and give out-of-the-box solutions to retain new employees

What is being amended?	Resulting Language
<p>Article 27 – HOURS OF WORK AND OVERTIME</p> <p>Section 1. General Provisions:</p> <p>B. Flex-time Plans. The Appointing Authority and the Association may mutually agree to a flex-time plan. Flex-time plans in</p>	<p>Article 27 – HOURS OF WORK AND OVERTIME</p> <p>Section 1. General Provisions:</p> <p>B. Flex-time Plans. The Appointing Authority and the Association may <u>must</u> mutually agree to a flex-time plan. Flex-time plans in existence prior to the effective date of this Agreement may <u>must</u> be continued. If a</p>

<p>existence prior to the effective date of this Agreement may be continued. If a request for a flex-time plan is denied, upon request of the employee, the Appointing Authority shall provide the employee the reason(s) for the denial of the flex-time plan request. If the Appointing Authority determines to discontinue flex-time plans, the Appointing Authority shall, upon request, discuss such change with the Association prior to the implementation.</p>	<p>request for a flex-time plan is denied, upon request of the employee, the Appointing Authority shall provide the employee the reason(s) for the denial of the flex-time plan request, <u>and provide alternate plan</u>. If the Appointing Authority determines to discontinue flex-time plans, the Appointing Authority shall, upon request, discuss such change with the Association prior to the implementation.</p>
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Withdrawn: Resolution 11 Hostile Work Environment (HWE)

This resolution was withdrawn.

11:30 AM

Committee Reports

- Constitution and Rules Committee (Larry Souther)
- Employee Rights Committee (Jason Moran)
- Finance Committee (Michelle Doheny)
- Local Presidents Committee (Nicholas Snaveley)
- Membership Committee (Eva Peterson)
- Negotiations Committee (Sandy Dunn)
- Government Relations Committee and Legislative Priorities (Nicholas Snaveley)

MSP (Jeffries) to adjourn at 12:30 PM

MAPE 2016 Delegate Assembly – Actions Taken

MAPE 2017 Budget Passed as presented

2017 Team MAPE GRC Legislative Priorities Passed as amended

RESOLUTIONS (1 – 11)

Constitution

1. NoneWithdrawn

Election Rules

2. Elections and Vacancies (Election Rules) – combined with Resolution 4.....Passed as amended

Bylaws

3. Negotiation Committee Alternate Member.....Referred to Negotiation Committee

4. Bylaws Elections and Vacancies – combined with Resolution 2..... Passed as amended

5. Inclusive Language Changes to Bylaws – combined with Resolution 7.....Passed as amended

Policies

6. Funds Policy Passed as amended

7. Inclusive Language Changes to Policies– combined with Resolution 5.....Passed as amended

Other – Non-Negotiations

8. State Pension Funds to Divest Holdings in Fossil Fuel companies and Reinvest in Cleaner Forms of EnergyPassed as amended

9. Expand Career Opportunities Referred to Negotiations Committee*

10. Change in policy of work week and hours required to fulfill full-time employee requirementReferred to Negotiations Committee*

11. Hostile Work Environment (HWE) Withdrawn

**(Per the 2017 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.)*