

MAPE Board of Director Meeting Minutes (FINAL)
12/14/2018

Regular meeting scheduled from noon to 1pm via phone conference to consider grant requests for the first quarter of 2019.

Attendees (Region / Director): 1 Darci Wing, 2 Kassie Church, 5 John Bower, 7 Ellena Schoop, 9 Stephanie Meyer, 11 Jessica Raptis, 12 Andi Morris, 15 Bryan Kotta, 17 Mike Terhune, 19 Jerry Jeffries, 20 John Ferrara, President Chet Jorgenson, 2nd VP Joan Treichel, Treasurer Todd Maki.

The phone number listed in the appointment was not correct. Steph Meyer sent out the correct number so the start of the meeting was delayed while people called in. The majority of our group was able to attend over lunch during the negotiations / meet and confer meeting held at the Minnesota Nurses Association in St Paul.

President Jorgenson called the meeting to order at about 12:20 by asking if we should continue even though the phone number may not have allowed everyone to attend. Group consensus was to continue.

Discussed the political organizing grant request from the Government Relations Committee

The GRC is requesting \$23,733.25 for Day on the Hill and planning activities associated with it. It includes two planning meetings, a prep day before the event, and the event.

The grants subcommittee recommends full funding. **MSP (Kotta) to approve.** Roll call vote: Region 1 yes, 2 yes, 5 yes, 7 yes, 9, yes 11 yes, 12 yes, 15 yes, 17 yes, 19 yes, 20 yes, 2nd VP yes, Treasurer yes.

Discussed the relational organizing grant request from Minnesota State Meet and Confer

MN State unclassified employees have special needs that MAPE must address. Our ultimate goal is to win improvements in supplemental bargaining, but, as our experience in 2017 demonstrates, this can only be done with action on the many campuses of the system. This grant is to allow us to recruit, educate, and deploy leaders across the whole system so that they can organize for power and help us win on the issue. Our main expense in this grant is for a series of regional summit meetings we will hold, where every MN State campus will be asked to send 2 leaders. We will educate them on the position of unclassified employees, and train them in action. We will then work with all the various campus units as they organize on the ground, with the aim of a single coordinated week of action across the state that we can parlay into supplemental bargaining. This is the most ambitious bargaining plan we've ever attempted, but if we are successful we will not only have won major victories for our most vulnerable members, but also deepened our capacity and power at campuses across the state, which will certainly result in higher membership and more member engagement.

The grants subcommittee recommends full funding of \$42,872. **MSP (Fererra) to approve.** Roll call vote: Region 1 yes, 2 yes, 5 yes, 7 yes, 9, yes 11 yes, 12 yes, 15 yes, 17 yes, 19 yes, 20 yes 2nd VP yes, Treasurer yes.

MSP (Wing) to carry any remaining funds from the Political Organizing Grant and Relational Organizing Grant budgets from 2018 into 2019. President Jorgenson asked if anyone objected to a consensus vote, no-one had any objections.

Discussed the relational organizing Anti-Bullying grant request

The final mission of MAPE's Anti-Bullying Task Force will be to propose amendments that will strengthen the existing Respectful Workplace Policy. When Tina Smith first spoke at our June 2015 anti-bullying training, she promised a future review of the policy to ensure we make necessary updates that come from actual employee use. After collecting data now for three years, we have a good idea of what is working and what is not. We will be requesting a meeting with MMB Deputy Commissioner Edwin Hudson (or whomever is appropriate once leadership changes with the new governor) to discuss these projected changes.

The Task Force has been involved since day one with this policy, so having these members' support at this meeting with MMB is critical to the success of the conversation. After the meeting with MMB, we will debrief as a group and finalize our work as a task force, since issues under the policy moving forward will be enforcement/steward responsibility. We've worked hard to train and equip our stewards with the knowledge and tools they need to address workplace bullying, disrespectful or unprofessional behavior. It's time for them to shine here with their enforcement business agent's help. Thanks for your support for this important work. It's been quite a journey!

The grants subcommittee recommends full funding of \$3,000. **MSP (Morris) to approve.** President Jorgenson asked if anyone objected to a consensus vote, no-one had any objections.

Minutes submitted by Todd Maki, Treasurer