



BOARD OF DIRECTORS MEETING

November 16, 2018

3460 Lexington Ave N, Shoreview, MN 55126

FINAL

<p>Present: Executive Team</p>	<p>President Chet Jorgenson 1st VP Thu Phan 2nd VP Joan Treichel Treasurer Todd Maki Secretary Samsam Abdalla</p>			
<p>Present: Regional Directors</p> <p>Board Absentee Region: 7, 5, 14,</p> <p>Substitutes: Lindsay Koolmo (Region 7), Robert Johnson (Region 5)</p>	<p>1. Darci Wing</p> <p>2. Kassie Church</p> <p>3. Celi Haga</p> <p>4. Amy Braun</p> <p>5. John Bower</p> <p>6. Tabatha Ries-Miller</p> <p>7. Ellena Schoop</p>	<p>8. Mark Dreyer</p> <p>9. Stephanie Meyer</p> <p>10. Ken Kalamaha</p> <p>11. Jessica Raptis</p> <p>12. Andi Morris</p> <p>13. Lois Tucke</p>	<p>14. Doreen Hernesman</p> <p>15. Bryan Kotta</p> <p>16. Darren Hage</p> <p>17. Mike Terhune</p> <p>18. Tim Beske</p> <p>19. Jerry Jeffries</p> <p>20. John Ferrara</p> <p>21. Marcia Bierschenk</p>	

Minutes

8:30 a.m.

Call to Order/Roll Call/Announcements/Housekeeping/New Local Officers/Retirements

Adoption of Agenda

MSP (Dreyer) to approve the agenda

Time Certain:

9:00 a.m. Political Oversight Report, Richard Kolodziejcki

- Discussed the election results

10:30 Board Work Groups

- The Board worked on the MAPE annual Plan 2019 and focused on the following four pillars:
- Contract Campaign
 - Listening Sessions with 5, 000 members
 - Organize 8 agency based actions around a workers' platform
 - Build local Contact Actions team

Membership Growth

- Tie in membership recruitment to negotiations
- Strengthen the 1st Day Program
- 77% statewide
- Political/ Legislative engagement
 - Organize in-district meetings
 - Share member stories at legislature on the importance of our work
- Chief Steward and Steward development

Board broke off into subgroups and discussed the following:

- What would success look like in these four areas in your region?
- What are the major gaps in your region?
- What is your role in helping with success in these four areas in your region?
- What support do you need?

11:30 a.m. Member Comments

1:00 p.m. Labor History, Debbie Prokopf

- Board participated in walk through of Labor History and shared personal stories.

Minutes:

DRAFT EXE Minutes:

- November 2, 2018

MSP (Kotta) to approve:

DRAFT BOD Minutes:

- October 19, 2018

OFFICER REPORTS:

Treasurer's Report

Financial Report

			Move from Undesignated Reserves
Funding Suspended in 2018 (% of Dues income)	4%	Crisis Fund	\$550K
	1%	Operating Continuity	\$150K
	1%	Capital Improvement	\$150K
1% Dues Income = \$ 70, 000		Future Years Operations	\$150K
			Total: \$ 1 Million

Local budgets for 2019 are due in January. Please remind your Local officers to discuss them with members and send them to Julie or Todd.

Thank-you to Richard K for the political re-cap, including number of shifts worked and number of dollars spent on the election this year. Overall, we have spent about 8% of our budget on Independent Political expenditures.

MSP (Maki) Motion to correct minutes from April:

- MSP (Rood) ~~\$2000~~ \$20,000 to put from undesignated reserves into coalitions budget.

MSP (Maki) Motion to move:

\$550,000 from undesignated reserves to the Crisis Fund

\$150,000 from undesignated reserves to the Operations Continuity Fund

\$150,000 from undesignated reserves to the Capital Improvement Fund

\$150,000 from undesignated reserves to the Future Years Operations Fund

Secretary's Report

Minutes

2nd Vice President's Report

Membership Report:

We had a total of 133 new members in October. Our Membership is now @ 11,104 for a total of 74%.

Recruits:

The top recruiter for October is Elizabeth Pearson, Local 2101 with 4 new members, and Local 1301 is the top local with 12 new members.

We are working on revamping the 1st 30 day Program, after receiving the survey back. We will be working with the Scrum team to brainstorm the best approaches to revamp the 1st 30 day program, after reviewing the survey results from members.

1st Vice President's Report

Steward Update - We grew our steward base from 359 to 387 or by 28 new stewards in November after the Basic Steward Training on November 2, 2018.

Region 13 Update - On Thursday, November 1st, we held the first ever Region 13 Steward summit to gather all of the stewards in this vast and unique region to discuss challenges, successes and best practices that stewards could share with each other. We had stewards come from all over the region to MAPE's Central Office for this summit and had great discussions around a number of topics. At the meeting, we agreed to have a conference call to engage all stewards in Region 13. After the Wednesday, November 14th Region 13 Steward Conference, the nominations period commenced and will close on November 21st. The election period will be from November 22nd to December 5th.

The layout of engaging and developing stewards consist of three steps: (1) Steward Summit; (2) work with local officers and leaders to find ways to educate members about the MAPE Contract and their employee rights; and (3) work with stewards to develop a curriculum.

President's Report Regional introduction

Amy Braun provided an introduction of her Region and Cassie Church will provide one at the January 18, 2018 Board Meeting.

- **MSP** (Kalamaha) appointment of Jessica Garcia and Andrea Wiley to the GRC.

Staff Reports

- Lyz Martin has joined the MAPE team.
- Staff report includes grievance settlements and steward highlights.
- Negotiations Committee work is starting with the first step gathering input from members through listening sessions; input forms and survey.
- Feedback has been positive about the new website.

Statewide Committee Reports and PAC

Unfinished Business

Tech Task Force

- **MSP** (Terhune) Recommends that Jerry Jeffries and Andi Morris be added to the tech task force.

Board subgroup on finance

- MSP that Board Subgroup on Finance be made up of three Board members

- **MSP** (Celi) to appoint Amy Braun, Darci Wing and Mark Dreyer to the Board subgroup on finance

Board subgroup on hiring

- **MSP** that Board Subgroup on hiring be made up of three Board members
 - **MSP** (Dreyer) Celi Haga, Lois Tucke and Stephanie Meyer to the Board subgroup on hiring.

Social media policy for Election subgroup

- On hold until January meeting.

Webpage posting policy for members with medical issues

- On hold until January meeting.

New Business

Small group breakout sessions 2019 annual plan

IAF contract

- **MSP** (Meyer) to approve the IAF contract
- New Director training Friday, December 7 (afternoon)

Region Reports

Board report back on blitzes and 1:1's

Correspondence

Board Stewards' Report

Meet & Confer Reports – Included

Next Board Meeting(s) January 18, 2019. BOD phone call meeting on December 14, 2018 at 12:00 pm.

Good & Welfare

Standing Rules:

Time Certain Adjournment: No later than 4:30 PM.

Extensions in 1/2 hour increments, require a 2/3 vote to extend.

Debate is limited to 3 speakers for and 3 speakers against the motion on the floor.

To amend or rescind 2/3 vote is required. Majority required for suspension.

Please bring any carryover items back with you each month as they will not be reproduced.