

**BOARD OF DIRECTORS MEETING**

**April 17, 2020**

**3460 Lexington Ave N, Shoreview, MN 55126**

**This will be a virtual meeting**

----------------------------------------------------------------------------------------

**Minutes**

Meeting called to order at 8:30

**Roll call:**

Region 1 Darci Wing; Region 2 Randall Shimpach, Region 3 Shanna Schmitt, Region 4 Amy Braun (AR), Region 5 John Bower, Region 6 Joan Treichel, Region 7 Ellena Schoop (AR), Region 8 Mark Dreyer, Region 9 Dereck Richter (AR), Region 10 Jackie Blagsvedt (AR), Region 11 Jessica Raptis (AR), Region 12 Greggory Reid, Region 13 Lois Tucke (AR), Region 14 Ann Adkisson, Region 15 Bryan Kotta, Region 16 Darren Hage, Region 17 Mike Terhune, Region 18 Tim Beske, Region 19 Jerry Jeffries, Region 20 Angela Christle, Region 21 Sarah Sinderbrand, Statewide President Chet Jorgenson, Statewide Vice President Thu Phan , Statewide Treasurer Todd Maki, Statewide Secretary Lynn Butcher, Organizing Council Chair Sarah Evans (AR), Political Council Chair Cathleen Cotter (AR)

Staff: Executive Director Lina Jamoul

Guests: Leah Solo; Dave Kamper, Ashley Erickson, Nic Frey, Todd Utecht

**Adoption of Agenda**

**Add:**

MAPE Progressive Caucus (12)

OPEIU Climate Study (9:45)

Creation of task force for strategy to stave off and deal with budget cuts and layoffs (12:10)

**M**(Dreyer)**SP** to adopt the amended agenda. **Consensus**

**COVID 19 update, dues waivers, contract, MAPE budget**

Covid-19 (Jamoul) We are continuing to work on COVID and COVID response; have been meeting with MMB twice weekly along with all other public employee unions, and separately with just the unions to determine strategy and approach and try to seek consensus on where unions can push MMB. Members lives have changed dramatically in the past six weeks or so; everyone’s work has been impacted, whether it is how they work or what they are working on. We are seeing redeployment – sending employees to different agencies – and reassignment, where employees are moved to different roles within their own agencies. Agencies are staffing up: Unemployment Insurance and MDH, particularly. We’ve seen the most impact in DOC, particularly in the prisons; telework is hard to get and MAPE members are being asked to do Corrections Officers duties; Moose Lake is most affected; we are having calls every Monday with DOC. Also seeing impact in DCT; there are positive cases in CARE Anoka. We’ve been working with our members working in Unemployment Insurance; we just got workers teleworking about a week ago, but they are hiring more people and putting them in the office where social distancing is difficult. Infectious Diseases at MDH organized and signed a petition that was delivered to MDH Commissioner; the Governor’s order was compelling our folks to release private health information and our members said “we are not going to do that.” The COVID page on the website continues to be updated every day.

Budget - We have asked MMB for weekly budget updates and we will be getting them today; all unions have asked for this so that we can be part of solutions and framing the response and not just reacting to decisions. MMB does not know what the impact will be, but Franz did say the places that will be most impacted are places like the zoo that take in revenue. There isn’t currently enough data to determine the impact on MAPE’s budget, but have asked Treasurer Maki to bring forward a projected impact budget for next month. MAPE does not currently have any plans to bring employees back to the office; they can do their work from home, and people are coming into the office as they feel the need; union support is essential, so there is not an issue doing this. Discussed Governor and Commissioners taking 10% pay cut; Director Schoop reminded the board that Commissioners got a 30% pay increase a few years ago, and this should be kept in mind if there is any discussions of employee give backs; also discussed the cities of St. Paul and Minneapolis debating a pay freeze for employees. So far, the state has not been discussing this, and we have made it clear that we want to know about budget before decisions are made so we can be involved in the decision making.

Contract– BOD had previously voted to print contracts for stewards before the passage of our contract and additional contracts after passage for members. Given the uncertain environment, it makes sense for the board to revisit this decision. One option would be to print copies for stewards only and mail them, then wait until the end of the legislative session to determine whether to priont the rest.

**M**(Hage)**SP** to hold off on printing any contracts until we know what the legislature. Consensus

Update on contract (Solo) Uncertainty with legislature, but our conversations with lawmakers is that there is not a plan to balance the budget on the backs of workers. The best thing we can do right now is to tell the stories of our workers and what they are doing – those in the prisons, those in MDH, DCT, our best in the nation unemployment system; beyond that – stories about how other members are still reaching out to the public, still providing services; need to highlight that.

Dues waiver - (Jorgenson) Given the uncertainty, it is possible some members may struggle financially, even if they continue to be employed by the state; have discussed with MAPE lawyer Cummins and he says we can do something around a dues waiver or similar as long as we put the plan in writing, have clear guidelines for who qualifies, and apply the program consistently. Treasurer Maki shared that he has been working in conjunction with Paul Schweitzer on potential changes to our statewide Good and Welfare policy but have been running into difficulty integrating changes that will help make sure we comply with ERISA; their determination is that this is best left with the locals, and as long as locals are limiting their assistance to a few hundred dollars or small-dollar gift cards, or are passing a virtual hat through go-fund-me or similar platforms, they should be ok, but that grants of $1000 or $1500 without clear guidelines and equal application might run afoul of ERISA. Discussed that locals may not have a clear understanding of what is and isn’t possible with good and welfare.

**M**(Butcher)**SP** to have Treasurer Maki work with Paul and the finance workgroup to develop a guide for locals for good and welfare and supporting members in need.

**OPEIU response to climate study.** OPEIU representatives joined the meeting and shared a letter supported by OPEIU unanimously expressing their disappointment in the climate study and concerns both with how it was conducted and the final product missing content; they asked to be part of the solutions moving forward.

(Jamoul) Suggestions for moving forward – include OPEIU voice on Board development workgroup; clarified that Exec Committee is the liaison to the board from the meet & confer; Paul working with a trainer to review the anti-harassment policy with staff.

**Goals/SWOT** – Unable to conduct SWOT due to time constraints. Executive Director Jamoul and President Jorgenson stepped out to join a call with the Governor’s office. Vice President Phan led the board in an exercise identifying risks and opportunities to self, organization (MAPE), members, the state, and the nation during this time.

**Civic Organzing**– (Schoop/Maki) Director Schoop provided background on the Civic Organizing Workgroup. This is where MAPE’s Operating Principles originated. Treasurer Maki shared how he applies that to his work for MAPE.

**M**(Maki)**SP** to renew membership in MACI for $5K for the year with the recognition that it may take additional lost time. **Consensus**.

**Priorities for the next 2-3 months** (Jamoul) suggested three things:

1. Continue to respond to the COVID crisis, including pushing for contract
2. Connect with members in as personal a way as possible – have been conducting member outreach using volunteers from Political and Organizing Councils, Executive Committee and others to make calls to members. Does the BOD wish to continue and expand? There is a script and tracking log available. Discussed ways of calling while protecting personal phone number as well as using peer to peer texting options. Elections committee expressed concerns about candidates for office using these calls to gain advantage for their elections.

**M**(Braun)**S** that candidates for office cannot participate in the member outreach.

**M** (Treichel)**S** to amend the motion to read: candidates in any contested elections except for delegates cannot participate in the member outreach.

**M**(Treichel)**SP** to amend the motion to read: candidates for statewide or regional office cannot participate in the member outreach.

Roll call vote:

Voting yes: Region 1, Region 2, Region 3, Region 4, Region 6, Region 7, Region 8, Region 10, Region 11, Region 12, Region 13, Region 14, Region 16, Region 17, Region 18, Region 19, Region 20, Region 21, Vice President, Treasurer, Secretary, PC Chair, OC Chair,

Abstaining: President

No response: Region 5, Region 9, Region 15

**Amended motion passed by consensus.**

1. Continue with work that cannot be paused

**Investments** – (Maki and Todd Utecht from Affinity Plus Investment Group) Todd Utecht provided an overview of the impact the unstable market has had on the MAPE Crisis Fund, as well as providing background information on the evolution of the fund and investment strategy. The Crisis Fund Investment policy relies on a strategy of 50% CDs and 50% investments of stocks and mutual funds. With the recent market instability, there is a need to rebalance the fund by moving money from the CD investments to the market due to losses. The amount needed is less today than it was even a few weeks ago, as the market has stabilized some. Right now, the need is for about $120,000, whereas a few weeks ago, it would have been closer to $400,000 or $500,000. Positive outlook overall for recovery, but most likely to see a choppy market through the end of the year as the country experiences rolling outbreaks. The approach of 50/50 split between CDs and investments has worked to shelter the fund: we are down about 6%, where the overall market is down closer to 26%, so the fund is functioning as it should. Treasurer Maki shared that the plan is to rebalance the fund unless the finance workgroup receives different direction from the board. President Jorgenson asked if it might be good to buy more stocks now while they are down, and Todd Utecht said that would not be a bad idea. Treasurer Maki will set up another meeting of the finance workgroup as well as a plan for ongoing meetings and an updated investment plan. With the market volatility, it is necessary to meet more often than before.

**Elections Committee concern over the MAPE Progressive Caucus** – (Jorgenson) Elections Committee brought to President Jorgenson’s attention that there is a group of folks distributing a 2-page handout talking about their issues under the name MAPE Progressive Caucus; concern that has come up is that the group is using the term MAPE. President Jorgenson urged members of this group to change their document to no longer use MAPE as part of the document in order to avoid formal sanctions and/or judicial committee.

**Taskforce on layoffs** (Shimpach) –

**M**(Schimpach) **SP** to create a broad task force of board members, political and organizing council and locals, to work on strategy to stave off layoffs. **Consensus**.

**Update from call with Governor’s office** (Jorgenson & Jamoul) – Met with members of the Governor’s staff and pressed them on whether they still support passing the contract as is. They are committed to doing that without changes; feel that republicans are sending out messages to muddy the Governor’s commitment, but feel that the commitment stands. (Jamoul) Agreed and reiterated the importance of gathering stories.

M(Dreyer) to adjourn.

Meeting adjourned at 12:57.

**Everything after these time-certain items are not time sensitive**

**Next Board Meeting: May 1, 2020 8:30 AM**

**Good & Welfare**

**Standing Rules:**

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

Extensions in ½ 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.**