BOARD OF DIRECTOR'S MINUTES

AUGUST 21, 2026

Present – Region 1 Hochstein, Region 2 Walker, Region 3 Snyder, Region 4 Sant, Region 5 Prideaux, Region 6 Hierlmaier, Region 7 Yadav, Region 8 Trcka, Region 10 Blagsvedt, Region 11 Raptis, Region 12 Willodson, Region 13 Tucke, Region 14 Adkisson, Region 15 Kotta, Region 16 Hage, Region 18 Beske, Region 19 Petersen (voting long-term substitute), Region 20 Gallo (voting long-term substitute), Region 21 Freeman, Organizing Chair Echola, Secretary Taylor, Vice President Dunaway, President Juan.

Absent: Region 9 Klumb, Region 17 Clanaugh, Region 19 Jewison, Political Council Chair Dirth, Treasurer Jorgenson

Meeting called by President Juan at 8:33 am

I. Agenda Approval

M(Region 1)SP to approve agenda. Approved by consensus

M(Secretary)SP to add 45 minutes to the beginning of the agenda for a closed session to discuss MAPE security with MAPE's Operation Director. We will remove the Budget discussion to hold that discussion at a later date. Passes by consensus.

M(Executive Committee)P to go into close session with MAPE Operations Director to discuss MAPE security at 8:44am. Passed by consensus.

M(Region 15)SP to move back into open session at 9:35 am. Passed by consensus.

II. Consent Agenda Approval
M(Region 6)SP to approve consent agenda. Passed by consensus.

III. Building Corp Roof replacement Board Vote

M(Secretary)SP to recess the Board of Directors Meeting. Passed by consensus

M(Secretary)SP to move into a meeting of the Building Corp at 9:43am

M(Building Corp) to spend an additional $20,000 on the roof replacement project (to include the two awnings of the building). Passed by consensus.

M(Region 1)SP to exit Building Corp at 9:49am. Passed by consensus.

President Juan called the Board meeting back at 9:50am

IV. President Position Description Board Vote

M(Region 19)SP to accept the President's Job Description as edited today. Passed by consensus.

V. Delegate Assembly 2026 Discussion and Board Votes

A. Standing Rules Overview

President Juan provided an overview of the Standing Rules for Delegate Assembly 2026. These standing rules were developed by the Delegate Assembly Workgroup with input from MAPE staff.

B. Additional funds for Delegate Assembly Discussion

Acting Treasurer Taylor outlined the need for additional funding for Delegate Assembly 2026. These additional costs for Delegate Assembly are needed to cover expenditures not budgeted for in the 2026 Budget:

- Lost time, mileage, and lodging, as applicable, for all alternates per the bylaw change passed by the Board during the July 2026 Board meeting
- Lost time for member volunteers helping support the MAPE staff do the important work of making this a successful event
- Improvements to accessibility including CART services, a voting system, and an additional room rental
- Lost time, mileage, and lodging, as applicable, for a larger number of delegates due to an increase of dues paying members from last year.

Per Article IX Section 5 of MAPE's Bylaws, this request for expenditures over $100,000 was be posted to MAPE's website a minimum of 30 days prior to the Board voting on it. A Board vote will occur via Govenda on or after September 10th, 2026.

VI. Negotiations Update from the Co-Chairs of Negotiations

Co-chairs McIntyre and Michaud provided an update to the Board. They have met twice as a committee since the Co-Chairs were elected and have focused on education and getting all Negotiators up to speed. The committee will meet with the Meet and Confer Chairs soon and launch the Negotiations site visits starting in Region 16.

VII. Member Comments

1. JD DeLaune Local 21021 – JD presented concerns over MAPE's cyber security and potential solutions to the Board. She encouraged the Board to secure MAPE's IT infrastructure against external threats.
2. Ann Adkisson Region 14 Director and Meet and Confer Chair for Revenue – Direct Adkisson presented her concern over the reduction to Revenue's 2027 meet and confer budget. She committed to finding creative solutions for working within their proposed budget but reminded the Board that 2027 is a negotiation year and the committee may very well need to ask the Board for additional funds to have a successful supplemental negotiation.
3. Sam Sant on behalf of David Hertz Local 401. Director Sant read a statement provided to him by David Hertz which outlined his concerns with MAPE donating funds to political parties.

VIII. Board of Trustees Update

Chair Sullivan was unable to attend but emailed an update to Secretary Taylor: There has been no news from the auditors since the last update from the Trustees. He will check in with the auditors soon to see if there is any news to report back on.

IX. M(Secretary)SP to approve the expected final invoice from CLA of $15,509.07. Passed by consensus.

Secretary Taylor was informed of an updated final invoice amount during the Board meeting.

M(Secretary)P to reconsider the motion. Passed by consensus.

M(Secretary)SP to approve the expected final invoice from CLA for $16,264.76. Passed by consensus.

X. Resolution review - Tentative Agreement Review Period for the Board of Directors

M(Region 4)S to approve TA review period proposal.

M(Region 15)S to amend the language to "3 to 14 calendar days"

Motion withdrawn.

While this motion was withdrawn, the Board determined to bring this resolution back to for a vote at a later Board meeting. Constitution and Rules Committee will work with the authors and Finance Workgroup to bring a proposal forward for Board review. The proposal will be posted on the website for the required 30 days prior to a Board vote.

XI. Update from Tribal Liaisons on Classification Issues
Dawn Blanchard (Explore MN), Marisol Aguilar (Gambling Control Board), Melissa King (BWSR) and Brandon Alkire (MIAC) presented the issues facing Tribal Liaison staff at state agencies. Presenters asked for MAPE support on the creation of a tribal relations classification working group. The Board was very supportive of this action and Director Kirchoff-Franklin will follow up with them.

XII. Manager Reports

A. Field

Director Kirchoff-Franklin provided an update on the field including a negotiations update from Macalester and the ULP filed.

B. Communications

Director Erikson was not present to provide update but instead provided a written update.

C. Legislative and Political Affairs

Director Bruce provided an update on political affairs including candidate door knocks and calls and coordination with the MN ALFCIO and MAPE's participation in MN Democracy Defense Table

D. Operations

Director Al-Kayali provided an update on operations about fall election, updates to IT with Sovran to better protect MAPE

XIII. Announcements (all)

- Region 19 picnic coming up on September 10th
- Door knock in Mankato/Saint Peter area on September 12
- 6 new 301 stewards and more coming to October training
- Board meetings in 2027 – proposing about half of the meetings to be virtual only to align with our budget priorities for the year.

Adjourned at 4:30pm

E-SIGNED by Nicole Juan
on 2026-10-28 11:08:27 CDT

E-SIGNED by Kaity Taylor
on 2026-10-21 13:43:07 CDT