



BOARD OF DIRECTORS MEETING

October 18, 2019

3460 Lexington Ave N, Shoreview, MN 55126

Minutes

8:30 a.m.

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

Present: Region 1: Darci Wing; Region 2: Lisa Lazaretti (vacant); Region 3: Shanna Schmitt; Region 4: Amy Braun; Region 5: Robert Johnson (vacant); Region 6: Joan Treichel; Region 7: Ellena Schoop; Region 8: Jerry Schmitt (for Mark Dreyer); Region 9: Steph Meyer; Region 10: Maurice Wilson (for Ken Kalamaha); Region 11: Jessica Raptis; Region 12: Amanda Hemmingsen Jaeger; Region 13: Lois Tucke; 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; Political Council Chair Cathleen Cotter

Adoption of Agenda

Additions:

(Jorgenson): 9:30 Time Certain – Strategic Planning; 10:30 Time Certain – Petition to form new local 1002

(Wing) BOD debrief of delegate assembly to the agenda under new business.

(Maki) Move building report out of treasurer's report to new business

(Terhune) Discuss mileage policy.

PASSED

Time Certain:

9:30 Strategic Planning: Lina Jamoul

10:30 Petition to form new local 1002: Maurice Wilson and Mike Schultz

11:30 Member Comments: Tabitha Ries-Miller

Lindsay Koolmo

12:00 to 2:00 p.m. Caravan to UAW's picket line in Hudson to deliver check

Wellstone Warmup

Minutes:

DRAFT EXEC Minutes:

- September 6, 2019
- October 4, 2019

DRAFT BOD Minutes:

- August 16, 2019 M(Cotter)SP
- October 3, 2019 (call) Minutes will be updated to reflect attendees who arrived after roll call as attendees. **M(Kotta)SP**

Discussion regarding establishing guidelines for BOD phone meetings, including agenda, documenting attendance, and maintaining and ensuring a quorum for votes.

- Workgroup will establish guidelines for BOD phone meetings
 - Director Schoop, Director Raptis, and SW Secretary Butcher – Executive Director Jamoul will staff.

DRAFT Delegate Assembly Minutes:

- September 21, 2019 **M(Cotter)SP**

Strategic Planning (Jamoul):

- Reviewed the current strategic plan and results
- Small group work connecting local contribution to SP
- Walk through roadmap to develop next Strategic Plan starting with taking the conversation to the members; Phase 1 to be extended to January.

1001 Petition for Vote to Establish New Local 1002: (Mike Schultz & Maurice Wilson)

M(Maki)SF Postpone the vote to the November meeting to give the petitioners time to find officers for local 1001. (9/14)

M(Kotta)SP to allow the members of the new local 1002 to vote to form their own local.

Member Comments

UAW Picket Line Visit:

Board members traveled to Hudson, WI to deliver the donation approved at DA

OFFICER REPORTS:

Treasurer's Report

Treasurer Maki provided an overview of the monthly financial statements. MAPE has collected \$4.7M in dues through the end of September – 16% more than budgeted for year. Overall spending is 95% of budgeted. If current pace continues, MAPE will end the year with a surplus.

Mileage policy was discussed. Treasurer Maki and Director Terhune will review the financial impact of the 50-mile deduction and will bring a proposal to a future board meeting.

M(Maki)SP to increase Trustee's budget from \$3-5K this year in order to do an asset inventory.

Secretary's Report

Minutes

Organizing Council Report

Council Update –The Organizing Council (OC) just filled one opening on council: Zach Echola from 1502. Kirsten Peterson will be on a full-time lost time assignment for a few months, and will still be doing her OC work in tandem with the lost-time work. Have another opening and put a call out. Have received two interested applicants. Both the opening filled by Zach and this opening are appointed positions. OC is creating a rubric for deciding how best to match opportunities with interested members. First cohort training is starting in late November (21st); this will be the first full

day training for council members and mentors who will make up the first cohort. Cohort training will be a full day training followed by 90-minute sessions with organizing work in between. OC has designated liaisons to meet and confer, scrum team for membership, and will be designating a liaison for negotiations and to the Political Council to connect better. OC presented at local presidents' meeting.

Membership Update – overall 73.3% membership; 19 locals have decreased membership from between .5-.6%; 12 locals in neutral spot; 7 locals have increased .5-4.7%;

Recruiter of the month – all names had one member recruited

Political Council Report

Political Council (PC) Update – PC has held three in-district meetings: SD52 (11 members; Senator Klein and Rep. Rick Hansen); SD7 (12 members; Senator Erik Simonson, SER; and Reps. Liz Olson & Jen Schultz); Only one member showed for a meeting with Rep Erin Koegel, who also sits on SER. Takeaway is that legislators really appreciated the stories about the work our members do because it puts a face to the FTE so they can speak more to the value of the services impacted by FTE reduction proposals. Members also appreciated being able to connect with their representatives on why they do the work and how it impacts the community. Next in-district meeting is SD19 with Nick Frentz, Jack Considine, and Jeff Brand. PC has held three listening sessions: 2101, 201, 1901. About 35 members came in 2101 and stayed even after they ran out of food. Good themes emerged around what members want to see from the council as well as barriers to talking about politics. Part of it is connecting the dots and talking to people, talking to our friends and neighbors. PC is working on a charter, bylaws, and code of conduct regarding what council members can say on their personal social media. Scheduled to meet again on November 8.

Vice President's Report

Grievance Report – Currently have 118 grievances for 2019; high grievance locals (501, 601, 1101, 2001). Overall 59% of grievances are discipline; 13% vacation and 5% employee rights. Pointed board to the summary report in the board packet.

Steward Summit – Registration closed October 2, with 206 registered (were hoping for 150). Overall, the MAPE representational team has grown by 23 stewards this year. Have increased basic steward trainings (4) and have been doing regional steward training. Looking to help people who are interested become topic experts (ADA, etc.).

President's Report

Regional Introduction – not discussed

Staff Reports

Executive Director and Staff – Executive Director Jamoul directed the board to the packet, but highlighted that AFSCME Unit 8 had been successful in negotiating a drop of two steps at the bottom and addition of two steps at the top for corrections agents 1, 2, 3. This has created a compression situation in DOC for MAPE classifications so MAPE is doing an equity presentation to MMB as a result. Director Tucke shared that MMA is doing a similar presentation. Executive Director Jamoul will include the Directors who have prisons in their regions on correspondence to members around this presentation.

Statewide Committee Reports and PAC – not discussed

Unfinished Business

Updated Hiring Policy - moved to November (consensus)

New Business

Review of Membership Card (Treichel):

The Board discussed concerns members had expressed regarding maintenance of dues check-off language on the cards. President Jorgenson and Executive Director Jamoul provided context on the decision to add the language and the legal advice MAPE had received regarding it. Executive Director Jamoul shared a fact sheet that will be distributed at the Steward Summit and asked that feedback be sent to her.

President Jorgenson will ask MAPE's attorney to review the issues that had been raised, as well as any questions Board members send him, and will have the attorney come to the November meeting for further discussion.

Isaiah training conference (Meyer):

M(Meyer) **SP** to increase the training budget by \$5K and approve using it to cover lost time, hotel, and registration for Isaiah Organizing and Leadership training.

Federal shutdown MOU – not discussed

Dues collection for members on military deployment - not discussed

Building report – not discussed

BOD Debrief of DA – not discussed

Region Reports – not discussed

Correspondence

Board Stewards' Report

Meet & Confer Reports – Included

Next Board Meeting(s) November 15, 2019

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.