

**BOARD OF DIRECTORS MINUTES**

**August 21, 2020**

**8:30am – 4:30pm**

Location: zoom

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Present: Region 1 Darci Wing; Region 2 Randall Shimpach; Region 3 Mark Snyder (alternative); Region 4 Ted Snaza (alternative); Region 5 John Bower; Region 6 Tabatha Ries-Miller; Region 7 Ellena Schoop; Region 8 Ken Rodgers (after roll); Region 10 Jacki Blagsvedt; Region 11 Jessica Raptis (after roll); Region 12 Tess Flom; Region 13 Lois Tucke (after roll); 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 (SW) President Megan Dayton; SW Vice President Thu Phan; SW Treasurer Todd Maki; SW Secretary Lynn Butcher; Organizing Council (OC) Chair Sarah Evans; Political Council (PC) Chair Cathleen Cotter.

Staff: Executive Director (ED) Lina Jamoul

Guests: Leah Solo; Paul Schweitzer; Peter Rachleff; Joan Treichel; Kirsten Peterson; Andi Morris; Steven Kelly; Whitney Terrell; Nicole Juan; Melissa Wenzel; Michael Diedrich; Deb Rose; Eva Peterson; Kay Pedretti;

**Agenda additions and adoption**

* 1. Add ED Contract to agenda
  2. Add Circle Project to agenda (Member Comments)
  3. **M**(Ries-Miller)**SP** (18/5)Request move minutes up in agenda (Ries-Miller) to #7

**Voting Yes:** Region 1; Region 2; Region 3; Region 4; Region 5; Region 6; Region 7; Region 12; Region 13; Region 14; Region 15; Region 16; Region 17; Region 18; Region 19; Region 20; Region 21: SW VP

**Voting No:** Region 10; SW Treasurer; SW Secretary; OC Chair; PC Chair

* 1. Add update on the apology letter the board asked for.

**Agenda adopted by consensus**

**Associate membership proposal**

*Motion: Repurpose the Associate membership to offer creative ways to engage, support, and encourage former dues-paying members with the current Associate member benefits or other additions to offer the most empathetic response during these unprecedented times*

**M**(Evans)**SP (consensus)** to amend the motion to move this to the organizing council to work in conjunction with the proposal author for further exploration on how to move it forward.

**Motion as amended passed by consensus**

**East Side Freedom Library (ESFL) Sponsorship**

Peter Rachleff from ESFL shared his background and the background of the ESFL, which he co-founded along with his partner to address changes that were happening to the East Side and the ways that people were not connecting with each other as the neighborhood changed; they wanted to create and provide a space for people to see themselves in history and use art and culture as ways for communities to build bridges and make connections with each other. They have amassed and shelved over 22,000 books that focus on Labor, Social Justice, Poetry, Art, and Music. ESFL is now six years old and has had a positive impact on the East Side: helped create Brookside Labor College. ESFL has reached out to Labor Unions as a historical ally for building community and advancing common good. The COVID-19 Pandemic has made it difficult of ESFL to fundraise: they have had to cancel two planned events/fundraisers. Now they are trying to focus all issues into a single event that will use Amazon and its impact on workers, small businesses and communities. Participants are encouraged to donate, but all are welcome as knowledge should be free. Peter encouraged folks to visit the website and offered to come to local meetings. Region 18 asked ESFL to create a presentation on the people’s college in the Duluth area. Peter asked for requests to be sent to asinfo@eastsidefreedomlibrary@org

**M**(Tucke)**SF (6/16)**to table this discussion until the BOD can clarify its process for donation requests.

**Voting Yes:** Region 6, Region 7, Region 11, Region 12, Region 13, Region 19

**Voting No:** Region 1, Region 2, Region 3, Region 4, Region 5, Region 10, Region 14, Region 15, Region 16, Region 17, Region 21, SW Vice President; SW Treasurer, SW Secretary, OC Chair, PC Chair

**Abstaining:** Region 18, Region 20

***M****(Shimpach)****S*** *MAPE donates $1,000 to sponsor the East Side Freedom Library’s* Labor Day Ain’t No Picnic *event (Cotter)* ***M****(Maki)****SP (consensus)*** *to amend the motion to direct that the funds come from the coalition activities budget.*

**Amended motion passed by consensus**

**Agenda planning**

The board discussed changes that have bene made to the agenda, including using Dropbox for board packet, standardized naming convention for supporting documents and adding motions for consideration to the agenda ahead of time; positive feedback was provided regarding the organization of the agenda and supporting documents. Suggestions were made to add dates to agenda items when they are added so they can be prioritized if they need to be carried over to future agendas, as well as to assess the ambitiousness of the agenda going forward.

**Appointments**

***M****(Cotter)****SP (consensus)*** *Ratify appointments of the members included in the Board*

**July 9 special BOD meeting minutes draft**

**M**(Ries-Miller)**S** to correct the error in the minutes to include (the member’s) name in the receipt of the $5K.

**M**(Tucke)**S** to table the discussion until the next board meeting and have the attorney available to discuss the processes that were used so the board can know what to do in the future. **M(**Ries-Miller)**P (consensus)** to amend the motion to include inviting the parliamentarian as well as the attorney. **Amended motion passed by consensus**

**M**(Blagsvedt)**SP (consensus)** to strike the member’s name from today’s meeting minutes.

**Equity work**

21-day challenge

***M****(Butcher)****SP (consensus)*** *to adopt the 21-day challenge and direct elected leaders (BOD, Statewide Officers, Councils) to the sign up sheet if they choose to participate and select one of the days to reflect on the materials provided.*

Clarification was provided that that the challenge could be broadly interpreted by those who are signing up, and that the challenge is open to the ED and other staff members.

Region 12 and 20 report on training.

Region 20 shared that the training focused on equity, with a lot of discussion around identity and the need to come from a place of empathy when having discussions about race. Region 20 will send resources, including a 15-minute video with SW President Dayton for distribution, and encourages board members, Organizing Council, and Negotiations team to review.

Equity and Justice Black Caucus (EJBC) Petition

Region 7 provided background on the purpose of the caucus and the petition. Discussion about ways to accomplish the desired outcomes, including the Negotiations Committee including language about underutilized status and the tension between equity and seniority. [EJBC petition](https://bit.ly/2VRyrNg) can be accessed online.

Brief update on listening sessions and member stories in newsletter on equity and diversity

ED Jamoul reported that these are moving forward; a couple of folks from Diversity group interested in being featured in the newsletter. Request board members or local leaders who might be interested in working on this, let her know.

**Member Comments**

SW Secretary Lynn Butcher provided an overview of the MAPE Circle Project with the BOD. Purpose of the project is to offer members with opportunities to connect during this time of uncertainty. Project came to be after discussions on how MAPE could address mental health needs of members. MAPE Circle Project will be sending invitations to BOD, OC, and PC members to assist the group with test circles to ensure they are ready before inviting members.

Kirsten Peterson suggested the board move discussions about process outside of the actual board meetings.

Whitney Terrill DHS Meet & Confer Chair wanted clarification on how the facilitator is selected for the M&C Chair meeting when SW President Dayton is not in attendance, and asked for transparency in the process. Also asked for transparency for when members bring proposals forward to the board for action, and used the Associate Membership proposal as an example. Members bring proposals forward, and those proposals may get moved forward without ever checking back with the member. Additionally, she asked the board to consider its recent actions toward the Region 6 director and encouraged the board to not be a body used to ridicule or punish members when there is a conflict, but rather to provide a pathway to move forward when a mistake is made. She also encouraged the board focus on helping people with their jobs and let the George Floyd statement drop as this organization is experiencing racial stress and is not ready to have that conversation. She asked for more options for agencies and members facing layoff than “call your legislator.” Additionally, she asked for consideration of how information is shared around layoffs – that EBAs get the information, but do not reach out to the M&C Committees to share that information.

Andi Morris shared that she had seen and heard things going on from members who seem to be unhappy with election results and are doing things that harm our union. She encouraged that the Union needs to come together and the board needs to come together. She encouraged board members to ensure their messages are positive and build the union rather than tearing it down.

Steven Kelly expressed both the need for his regional director to bring back an accurate representation of what was going on at the board, and concern about a $5K payment to a member. He expressed that he unhappy that the board immediately disclosed the member’s name after the decision. He encouraged the board to be more judicious in protecting members, and more judicious with our money that is paid from our dues. He acknowledged that there is conflict between protecting members and practicing fiscal transparency and encouraged the board to be mindful of this in future decisions. Joan Treichel expressed appreciation of regional director’s transparency.

Nicole Juan encouraged board members to join the PAC phone banks.

Board statement –

Statement guidelines draft – Leah Solo walked through the updates to the guidelines that were made at BOD request.

**M** (Cotter)**SP (consensus)** to adopt the guidelines as written.

Revised statement – Leah Solo shared that Comms had solicited feedback and got the following:

* another statement isn’t going to help;
* the statement is not deep enough;
* the statement doesn’t address specific request from members for acknowledgement that MAPE stands by statement and has created a process for statements going forward;

and offered the following options:

1. Continue trying to revise the statement;
2. Leave it and walk away from the statement to focus on other things;
3. Focus more of the substantive things that have been brought up: focus on the newsletter service; highlight folks doing equity work; applying an equity lens to our work;
4. Combination of an email to folks who were upset with the original statement that would include the new policy the board adopted – we could do that online by adding to policies and then email it out to members who were upset by the original statement to let them know that the guidelines were put in place.

**M**(Blagsvedt)**SP (11/10)** to table the statement indefinitely focus on the actions that many of our members are working on and focus on saving members jobs.

**Voting Yes:** Region 2, Region 4, Region 7, Region 8, Region 10, Region 17, Region 18, Region 21, SW Vice President; OC Chair; PC Chair

**Voting No:** Region 2, Region 3, Region 5, Region 11, Region 12, Region 13, Region 14; Region 19, SW Treasurer, SW Secretary

**Abstaining:** Region 6, Region 15, Region 16, Region 20

**Fossil fuel divestment**

Member Melissa Wenzel gave a presentation to the board explaining the fiscal reasoning for divestment.

***M****(Maki)****SP (consensus)*** *that MAPE will sign the petition asking the State Board of Investment (SBI) to divest from fossil fuels and send the request out to MAPE membership recommending they also sign on as individuals.*

**Modification of election policy**

Board powers outside of election rules

Paul Schweizer clarified that the board can issue a policy, and has had one in the past, however, the policy cannot be clearly different from election rules, which can only be changed at DA.

Process for creating policy

The board discussed options for policy creation and the need for more discussion with the folks who brought the need forward.

Delegate Assembly resolutions Q&A forums

Region 6 Director explained reasoning behind the request and how having forums before DA would both help delegates better understand the resolutions they will be voting on, and how doing this before the DA would help make a virtual assembly run smoother.

***M****(Ries-Miller)****SP (consensus)*** *to schedule question and answer forum(s) for the DA resolutions, in coordination with the resolution authors and contacts, to ensure they are available to answer questions from members and staff and that, while forum(s) would be open to all, delegates would receive a direct invitation.*

**Standing rules for Delegate Assembly**

The board discussed the proposed standing rules, and asked Paul Schweizer questions about how members would be able to contact the Credentials Committee with issues, as well as the recommendation to not allow upgrading alternates after noon September 18. Additional feedback was provided concerning the use of the polling feature for members using adaptive technology, and request to ensure captioning carries over from Zoom meeting to the GoToMeeting share as well as a text option for members experiencing technical difficulties. Region 8 Director agreed to assist with testing around these issues.

***M****(Rodgers)****S*** *that the board forward these draft rules to the Constitution and Rules Committee and the Delegate Assembly with the recommendation that they be adopted by the Delegate Assembly, published on the MAPE website, and sent to all Delegates no later than 28 August 2020.* ***M****(Raptis)****SP (consensus)*** *to amend the motion to remove or edit A5 & A9 in a way that would allow alternates to be upgraded if needed.*

***Amended motion passed by consensus.***

**Technology Advisory Group (TAG) AV upgrades proposal**

*M(Kotta)S(Terhune): Move forward with all of the IT improvements outlined for all three rooms as proposed with the money coming from the Capital Improvement Fund*

This item was moved to a future BOD meeting with consent of the TAG

**Thomas Kernan Scholarship**

***M****(Raptis)****SP (consensus)****: Remove the maximum award amount for the Thomas Kernan scholarship and increase the maximum “funds available” for the other scholarship categories as needed.*

**Tactical goals measurables**

BOD continued its discussion on whether: these are still the right goals; the outcomes identified are the right outcomes, and whether anything is missing; whether the identified tasks work to ensure success; the director role in success; and what supports directors need to take these back to their regions.

The following were identified as needed additions:

1. Suggested training on microagression
2. Suggested on supporting measure to increase competency in conversations that are supportive of collective bargaining
3. Suggested including data; making data requests; data requests as part of negotiations
4. Suggested adding contract enforcement support
5. Suggested defining successful outcome for equity – what does it look like if we are successful
6. Suggested incorporating planning for the possibility that the Senate continues to fire Commissioners in an attempt to end the Governor’s emergency powers

Region 7 requested a special board meeting to focus solely on Strategic Planning and Tactical Goals. SW President Dayton agreed to schedule such a meeting.

**Situational update**

ED Jamoul shared that supplemental budget and bonding bill did not pass despite efforts in the House; DOC and DCT had requests that were not passed, despite rumors of a deal. There is a special session monthly due to emergency powers, but the state is selling bonds now and cannot take up monetary measures; no one is talking about having it taken up. General thinking is that the closer we get to elections, the less likely an agreement. DOC announced it is closing Togo and Willow River: the CIP, and moving that program to Moose Lake. Had four meetings with affected facilities: the two plus Moose Lake and another one. Have not received layoff notices yet. Region 11 & 13 Directors worked on surveying DOC members on budget ideas/cost savings and waiting to get in front of management; DHS – gap is $27M this fiscal year and $96M for next fiscal year. MAPE was dot consulted at DOC either for layoff or closures, and we made it known that was not ok and we needed to be consulted during the decision making phase and not just told about decisions after it happened. Difference at DHS in quality and timing for engaging. No decisions yet, but DHS Commissioner called meeting of all labor and asked for input. Need to move on decisions quickly: every pay period is $.5M; requested budget info and consult with members. Quickly met with M&C chair and SW Secretary and pulled together a survey and letter from M&C chair. Got 189 responses by Monday morning. Staff pulled together in 18-page summary. No announcements yet, but meeting scheduled next week. DHS M&C chair has called a meeting with all DHS leaders that have MAPE roles to get everyone on the same page and coordinated. The upcoming elections are so critical both at federal and state levels. Economic recovery taskforce group is putting together similar readings and discussions on the economy. The discussion will be September 10 and will include a phone bank; all BOD members are encouraged to attend. Exec. Committee will hold training for new officers September 4; the invite will go out soon. MMB Commissioner Franz leaving the state – has been a good person to deal with and we wish him well; Jim Schowalter, the former and again MMB Commissioner reached out to us and said he wants to engage. DLI Commissioner Lepig fired for doing a really good job and was punished for it. MAPE is still being sued – insurance will cover attorney’s fees. All 4 lawsuits are being heard together and represented by the same attorney. BA hire – first round of interviews week after next.

**M**(Beske)**SP (consensus)** to extend the meeting 30 minutes.

Treasurer’s Report and Budget for 2021

Treasurer Maki walked the board through the proposed action items and the budget to be presented to DA with board approval.

***M****(Maki)****SP (consensus)*** *to transfer $500,000 from undesignated reserves to the following funds: $100K to the Delegate Assembly Fund; $100K to the Educational/Independent Expenditure Political Fund; $100K to the Future Years Operations Fund; $100K to the Negotiations Team Fund; $100k to the Operations Continuity Fund*

***M****(Maki)****SP (consensus)*** *to transfer $100,000 per month from the undesignated reserves to the Crisis Fund from August 2020 through June of 2021 as a systematic way of investing in the crisis fund that stops when our current contract expires next year*

***M****(Maki)****SP (15/5)*** *to recommend the Delegate Assembly approve the 2021 budget attached in the Treasurer’s report*

**M**(Beske)**SP (consensus)** to extend the meeting by 30 minutes.

Board directs TAG and treasurer Maki, along with Director Ries-Miller to explore a solution to member to member direct communication need.

**Relationship building proposal**

*Motion(Evans/Flom):* *Approve Board Relationship Building Initiative, whereby Board members commit to 30 minute 1:1 conversations—using a discussion guide—with all fellow Directors and Executive Committee members over the next 13 weeks, and report out on conversation highlights at subsequent Board meetings.*

Item not discussed

**Board development contract**

*Motion: Accept CCG proposal to renew MAPE’s contract and continue Board development*

**M**(Terhune)**SF (8/10)** not to approve the contract.

**Voting Yes:** Region 6, Region 7, Region 11, Region 12, Region 16, Region 17, Region 19, Region 20

**Voting No:** Region 1, Region 3, Region 8, Region 10, Region 14, SW Vice President, SW Treasurer, SW Secretary, OC Chair, PC Chair

**Abstaining:** Region 21

Clarification provided by the motion maker that if the motion failed, the contract would be approved.

**M**(Rodgers)**SF (6/9)** to extend the meeting another 30 minutes.

**Voting Yes:** Region 8, Region 10, Region 12, Region 19, Region 20, OC Chair

**Voting No:** Region 1, Region 3, Region 7, Region 14, Region 17, Region 21, SW Treasurer; SW Secretary; PC Chair

Meeting adjourned at 5:39 pm

**Executive Director Contract Renewal (not discussed)**

**Apology Letter Update (not discussed)**

**Consent Agenda:**

1. Minutes
   1. Executive Committee – 7 August 2020
   2. Board of Directors – 17 July 2020
2. Reports
   1. President
   2. Vice President
   3. Secretary
   4. Political Council
   5. Organizing Council
   6. PAC
   7. Regions
   8. Meet and Confer
   9. Executive Director
   10. Political Fund Oversight
   11. Board Representation Issues and Staff Support Taskforce
3. Staff materials
   1. BOD report
   2. Grievance report
   3. MAPE financial report (pdf)
   4. MAPE financial report (xlsx)
   5. Membership
   6. New members report
   7. Sanitarian safety concerns around EO 20-74 Enforcement