



BOARD OF DIRECTORS MEETING

August 16, 2019

3460 Lexington Ave N, Shoreview, MN 55126

Meeting was called to order by SW President Jorgenson at 8:30

In attendance: Statewide President Chet Jorgenson; Statewide Vice President Thu Phan (Interim); Statewide Treasurer Todd Maki; Statewide Secretary Lynn Butcher; Region 1 Darci Wing; Region 2 Kassie Church; Region 3 Shanna Schmitt; Region 4 Amy Braun; Region 5 Tonya Fitzgerald; Region 6 Joan Treichel; Region 7 Ellena Schoop; Region 8 Mark Dreyer; Region 9 Carrie Klumb for Stephanie Myer; Region 10 Maurice Wilson for Ken Kalamaha; Region 11 Jessica Raptis; Region 14 Doreen Hernesman; Region 15 Bryan Kotta; Region 16 Lauren Czech for Darren Hage; Region 17 Mike Terhune; Region 18 Tim Beske; Region 19 Jerry Jeffries; Region 20 John Ferrara for Angela Christle (acting); Region 21 Sarah Sinderbrand; Political Council Chair Cathleen Cotter; Organizing Chair Sarah Evans

Staff: Executive Director Lina Jamoul

Absent: Region 12 Amanda Hemmingsen-Jaeger; Region 13 Lois Tucke;

Adoption of Agenda

M (Dryer)SP to adopt the agenda.

Announcements/Housekeeping/New Local Officers/Retirements

SW President Jorgenson provided an update on some board members who have been out. Executive Director Jamoul gave an update about the Communications Department staffing. Directors Fitzgerald and Church announced this as their last meeting

Political Council Report

Chair Cotter provided an update on the council (attached). The council has split into two workgroups. The first workgroup will focus on in-district meetings with 8-15 members attending; their goal is 11 meetings by the end of the year starting with leadership and SER members, and, if they achieve that, more between the end of the year and start of session. The focus of the in-district meetings is not a specific ask, but relationship building between our members and their representatives and an overall goal of changing the narrative about state workers. The second workgroup will focus on getting more members activated politically, including a focus on how to talk with members about politics; they will be recruiting leaders in locals and doing listening sessions to identify barriers to our members' political participation. They will start with locals that had little to no participation in the last election. The council will be having a breakout session at DA and attending the local president's meeting to introduce themselves and share their plan.

Organizing Council Report

Chair Evans provided an update on the council (presentation attached) and shared the council's plan to recruit 140 leaders to begin engaging and organizing members throughout the unit building to an action in spring 2020 with 2800 members participating. Discussed how the board and council could work together to support one another. Announced that there is one open spot for appointed position, and President Jorgenson asked for candidate names to be sent to him.

Chair Evans provided a membership Update: The recent membership drive resulted in 288 new members over 2 months compared to 224 new members last contract membership drive. Local 401 had the largest number of new members with 44.

Top Recruiters for July:

Gerald Schmitt (802), 4 members

Russell Schreyer (701), 4 members

Lee Sullivan (401), 5 members

Thu Phan (401), 5 members

OFFICER REPORTS:

Treasurer's Report

Treasurer Maki reported that MAPE is currently in good financial shape, having both collected more and spent less than budgeted. There are big items coming up with Delegate Assembly and the Steward Summit, but we are on track to end up in a very positive spot. BOD is on target for spending. Negotiations was within budget.

The finance workgroup is recommending changing the second signature requirement for locals from \$200 or more to \$500 or more. FWG looked for a policy to update and reflect this change, but is not in policy anywhere so it will be changed on the required forms.

M(Maki) SP to change requirement for local officer second signature from \$200 to \$500.

Treasurer Maki brought forward an issue regarding grants and the budget for 2020. The proposed budget unfunds the grants, but funds the councils with the understanding that locals and groups requesting money can go to the councils. The board did not, however, consider the final grant submission period of 2019. Without action, the board might get grant proposals in the fourth quarter of 2019, but have no funding source to pay for them as of January 1, 2020.

M(Maki)SP to rescind the grants policy as of November 1 and move forward next year with the funded council budgets.

Building Corp Update – The board recessed for a discussion about the Building Corp and reconvened afterward.

As part of the budget discussion, Director Treichel identified a conflict in the bylaws regarding the scholarship process. This topic will be discussed further at the October BOD meeting.

Secretary's Report

Minutes:

M(Cotter)SP to approve the July 8 BOD call, July 19 BOD and August 2 Executive Committee minutes

Vice President's Report

VP Phan updated the board on the locals with the highest number of grievances:

Local 501/10 new grievances
Local 601/10 new grievances
Local 2001/9 new grievances
Local 401/ 5 new grievances

Approximately 65% of the grievances are disciplinary/discharge related (typically 75-80%); other issues include leave, wages, and ADA.

VP Phan asked the board to approve the updated ERC policies, which were cleaned up to reflect the restructure language. Each policy was voted on separately.

M(Phan)SP to approve the changes to the Arbitration Appeal policy.

M(Phan)SP to approve the changes to the Regional Chief Steward Elections policy.

M(Phan)SP to approve eliminating the Class Action Appeal policy.

M(Schoop)SP to postpone decision on the Steward Affirmation and Revocation policy until the October BOD meeting so further discussion could take place.

VP Phan provided an update on the tentative agenda for the Steward Summit.

President's Report

A group is trying to start new school: New Brookwood College, which will feature some classes on labor history; tuition is \$400. President Jorgenson suggested MAPE could cover members' tuition for these classes if they would commit to traveling to locals and presenting; MAPE would also pay members' time and mileage for local visits.

President Jorgenson shared that Mike Landers, a retired MAPE member is working with the MRRC and would like a contribution of \$500 to help the MRRC put on an event debunking myths about social security. Mike is hoping to get other retired MAPE members to attend and start a retirees council similar to what AFSCME and AFL-CIO have.

M(Beske)SP to approve \$500 from coalition activities budget to pay for MRRC Social Security event.

Member Comments – one member was scheduled to make comments, but was unable to join. She will join the October board meeting.

Executive Director/Staff Reports

Michaela Charleston and Roberta Heine shared the four emails that will replace the postal mail that is currently sent to new hires. The emails will be sent over four weeks, and each contains a small amount of information new hires should find helpful, including reasons why and how to join. If a new hire has not joined after the fourth email, a postal mail packet will be sent.

Roberta Heine spoke to the board about consolidating the current staff reports into a single report and asked for feedback. Several board members liked the current information, but felt having a board packet numbering convention where attachments are referenced on the agenda would be helpful.

Executive Director Jamoul encouraged board members to read the Enforcement report in the board packet. MAPE has had some good resolutions to grievances lately, including two in Region 14 and one in Region 12. She shared that we have two new stewards in Stillwater prison, a first for MAPE.

Executive Director Jamoul shared some changes in practice for MAPE staff in handling member questions. These changes are taken to improve responsiveness and include a standard out of office message for BAs, a 24-hour response time for all questions, the types of calls that come in through

the main line, and OBAs answering contract questions when they are able to provide clarity. She asks for feedback on instances where members are waiting more than 24 hours for a response to their questions.

Executive Director Jamoul provided an update on the contract vote: Voting went live Wednesday, and, although the results are unknown, 28% had voted by 1 p.m.

Executive Director Jamoul provided an update on the Communications Department, which is currently short staffed. She working with the Communications Director for Take Action to develop a 6-month strategy to meet MAPE's communication needs. MAPE will use temporary help if necessary to cover areas of the plan.

Executive Director Jamoul asked for an addition to the 2020 MAPE Central budget in order to hire a Director of Member Engagement and Organizing, for the 2020.

M(Schoop)SP to include \$132, 411 in the 2020 MAPE Central budget to hire a Director of Member Engagement and Organizing.

Board Development session: Emil Angelica provided a training session to the board regarding MAPEs governance structure and board obligations. This training came out of the board development workgroup. The workgroup also suggested creating Board Buddies – the pairing of new board members with more experienced ones. The following board members offered to serve as mentors for new board members: Bryan Kotta, Elena Schoop, and Jerry Jeffries; the following board members asked for mentors: Sarah Sinderbrand, Shanna Schmitt, Maurice Wilson, John Ferrara on behalf of Angela Christle, Tonya Fitzgerald on behalf of the new Region 5 director. Emil asked for volunteers for the second workgroup on roles and responsibilities. Director Schoop, Director Raptis, and Secretary Butcher volunteered.

Executive Director Jamoul reviewed the current strategic plan, as well as the roadmap toward a new strategic plan that will take MAPE through 2023. This will involve putting together a core workgroup of stakeholders. She shared the six things a strategic plan needs:

1. Vision of success
2. Goals
3. Strategy (relational organizing)
4. Tactics (specific actions we will take; 7 agency actions)
5. Operations (systems, structures, management, staff)
6. Assessment (evaluating, tracking, etc.)

MAPE Operating Principles - Treasurer Maki and Director Schoop led the board through an activity reviewing and discussing MAPE's Civic Organizing Principles.

Statewide Committee Reports

Political Fund: Director Kotta provided an update on the Political Fund. The Political Fund Group approved the following requests:

\$25,000 membership dues for UDF;

\$50,000 (of \$66,000 requested) to the 2019-2020 DFL Coordinated Campaign

\$100,000 (of \$150,000 requested) to the DFL House Caucus.

M(Kotta)SP to move \$100,000 from the education fund to the political fund to cover the above contributions.

Meet & Confer Reports: Carrie Klumb brought forward three nominees to fill the open slots in the MDH Meet & Confer committee.

M(Klumb)SP to approve Sophia Walsh, Jessica DeWolfe, Alvine Ekame to fill the open slots in MDH M&C.

New Business

Director Wing provided an update on DA Planning. The group is on track and are finalizing the breakout sessions. She shared that there are two openings for volunteer positions: time keeper and sergeant at arms. Director Church volunteered to serve in one of those positions. Director Wing requested if anyone knew of businesses who might be willing to donate for door prizes, they should contact Beth Paris. She also asked for clarity on the awards being presented.

The board reviewed a grant proposal from 701 to cover 1/2 cost of purchase 250 MAPE T-shirts to give to every 701 member who is willing to wear on monthly “wear your colors” days. Proposed as a pilot program to see if it increases membership.

M(Darci)SD(11-12) to fund the 701 grant proposal of \$1562.50.

Debbie Prokopf requested the board approve money for a DOC Field Services Summit.

M(Kotta) SP to provide \$12,923 from the Meet & Confer budget to fund the DOC Field Services Summit.

President Jorgenson asked the board to review and approve the hiring policy as updated to reflect the restructure and clarify language.

M(Dreyer)SP to put the hiring policy on the table for discussion.

M(Braun) SP to postpone further discussion until the October BOD meeting.

Region Reports - none

Correspondence - none

Board Stewards’ Report - none

M(Dryer)SP to adjourn at 4:15.

Next Board Meeting(s) October 18, 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.