

**BOARD OF DIRECTORS MINUTES**

**15 January 2021**

**8:30am – 4:30pm**

***Identity***: MAPE is a labor union of professionals dedicated to acting for the common good in a democratic society while advancing the interests of its members

***Purpose***: MAPE organizes and develops the civic capacity of state employees to advocate for members and build power in the workplace to improve civic life for all Minnesotans

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Meeting called to order at 8:30 am

Statewide President (President) Megan Dayton

# Roll Call

Present: Region 1 Darci Wing; Region 2 Randy Shimpach (after roll), Region 3 Shanna Schmitt; Region 4 Chris Smith; Region 5 Vernitta Moore (after roll); Region 6 Jason Broberg; Region 7 Ellena Schoop (after roll); Region 8 Ken Rodgers; Region 9 Alison Steinmaus; Region 10 Jackie Blagsvedt; Region 11 Jess Raptis; 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(after roll); Region 18 Tim Beske; Region 19 Jerry Jeffries; Region 20 Angela Christle; Region 21 Sarah Sinderbrand; SW Vice President (VP) Thu Phan; SW Secretary (Secretary) Lynn Butcher; SW Treasurer (Treasurer) Todd Maki; Organizing Council Chair (Chair)Sarah Evans (after roll); Political Council Chair (Chair) Cathleen Cotter (after roll); Speaker of the Meet & Confer Committees (Speaker) Whitney Terrill (after roll)

Staff: Executive Director (ED) Lina Jamoul

Guests: Ben Carson Industrial Areas Foundation, Organizing Business Agent (OBA) Dave Kamper; Kirsten Peterson Local 1801, AJ Vandenberg Local 701, Public Affairs and Communications Director (Director)Leah Solo, OBA Pete Marincel

Observers: John Ferrara; Maureen Dunaway

President Dayton read the identity and purpose statements, and asked for a volunteer to track non-board attendees. Director Hage volunteered to do so.

# Welcome New Directors

President Dayton welcomed Director Moore from Region 5 and Director Broberg from Region 6.

# Approve consent agenda

**M**(Cotter)**S** to approve the consent agenda.

Discussion:

**M**(Cotter)**SP** to move the Political Council reports off of the consent agenda to be discussed with the Legislative Agenda item. **Consensus**

**M**(Schmidt)**SP** to approve contingent on the following corrections to the BOD minutes: 11/20: add the words 2-bedroom apartments under the Minneapolis Rent Control Endorsement conversation (page 2), and 10/2 indicate the meeting was a Special BOD meeting. **Consensus**

**M**(Cotter)**SP** to approve the consent agenda Approve consent agenda. **Consensus**

# Appointments

**M**(Maki)**SP** to ratify appointments included in the packet. **Consensus**

Director Blagsvedt asked a question about appointments and also about how to establish Meet & Confer (M&C) Committees at agencies where committees have not been established. President Dayton indicated that if someone was interested in setting up a new M&C committee to reach out to her. Speaker Terrill offered herself and the other chairs as resources and encouraged President Dayton to include her in any M&C conversations.

# Dayton apology letter

President Dayton handed chair of meeting to VP Phan for this topic.

**M**(VP Phan)**SP** to approve the language used in President Dayton’s August 24, 2020 apology letter to Mr. Landers to be posted on the MAPE website. **Motion passes 18/6 with 1 abstention and 1 not voting.**

Roll Call Vote

Voting Yes: Region 1, Region 2, Region 3, Region 4, Region 6, Region 8, Region 9, Region 10, Region 14, Region 15, Region 16, Region 17, Region 18, Region 19, Region 20, Region 21, Treasurer, OC Chair, PC Chair

Voting No: Region 7, Region 11, Region 12, Region 13, Speaker

Abstaining: Secretary

Not voting: Region 5

**M**(Schmidt)**SF** to reconsider the previous decision to post the statement to the website.

Secretary Butcher clarified that a vote for reconsideration would mean that the statement would not be posted to the website. 2/3 vote required to pass.

**Motion fails 8/16, with 2 abstentions**

Roll Call Vote

Voting Yes:

Region 2, Region 3, Region 8, Region 9, Region 10, Region 19, Treasurer, OC Chair

Voting No:

Region 4, Region 5, Region 6, Region 7, Region 11, Region 12, Region 13, Region 14, Region 15, Region 16, Region 17, Region 18, Region 20, Region 21, PC Chair, Speaker

Abstaining: Region 1, Secretary

**M**(Kotta)**SP** that the posted statement be up for six weeks, starting at the earliest possible convenience for MAPE staff. *Motion-maker clarified that this is a procedural clarification and does not require 2/3 to pass; motion maker clarified that the six-weeks is a guideline for MAPE staff*. **Consensus**

VP Phan returned chair of the meeting to President Dayton

# IAF contract

ED Jamoul provided context for the discussion. In 2014, MAPE, like lot of unions began to experiment with organizing – recognizing that MAPE had drifted from developing member volunteers/member leaders. This work was driven by act 10 in Wisconsin as recognition that unions were under attack and we needed to move away from Union as insurance policy to Unions as power-building. MAPE started focusing on relational organizing to identify members and member leaders who wanted to have some part in advancing the work of the organization. We needed help, and so we contracted with Industrial Areas Foundation as the training organization. The IAF is the oldest and largest broad-based organization in the country with international affiliates. It came out of the yards in Chicago. Saul Alinsky organized the meat packing plants, having trained with John Lewis (CIO). IAF had already developed a lot of the curriculum we use in organizing: 1:1s, definition of power, and how to organize around a campaign. IAF worked with us to work with a number of locals to deepen relationships and then helped us with the PPL campaign to get that started both in terms of strategy advice and also organizing the members that emerged as leaders in that campaign.

President Dayton introduced Ben Gordon from IAF

Ben is originally from Chicago from a Union family. He received his Bachelors from Carleton College and had Paul Wellstone as his thesis advisor. After graduating, he began organizing with Southern Region (then Midwest Region) of Amalgamated Clothing and Textile Workers Union. Organized leather, bag and emblem factory workers in Florida, clothing workers in GA, AL, MS, SC, auto parts/trim workers in IN, nursing home workers in IL, circuit board workers in MN. He then got his Masters degree from University of IL Institute of Labor and Industrial Relations. Ben taught for a year at Siena College in Loudonville, NY. He was then was hired as Regional Organizing Supervisor, but promoted after 2 1/2 months to Organizing Director, at CSEA (Civil Service Employees Association, AFSCME) in NYS. CSEA is 200,000 member local of AFSCME with members who work for NYS, municipalities, school districts and private sector. I rebuilt the organizing team there. In 13 years where external organizing and first contracts were the focus, his team (along with the 200+ volunteer member organizers we recruited and trained) organized 126 new bargaining units in the public and private sectors with 34,000 new members. Since joining national staff of Metro IAF in January of 2017, his portfolio has included some of the more traditional IAF broad-based organizing work (Milwaukee, Boston, Connecticut) and work with several labor unions (MAPE, Illinois Ed Association, Indiana State Teachers Association, Amalgamated Transit Union, North Shore Labor Council in MA) on various internal and external organizing programs.

Ben shared some of the work he’d done with MAPE (councils, Janus prep and campaign, work with management team), and expressed a desire to continue working and build off of the work that has been done. He acknowledged the difficulty the pandemic has posed to in-person meetings/trainings, but could think of a number of possibilities to continue some of what we’ve been doing together and then perhaps build. He shared his assessment that with MN having divided government (only in US) and becoming an ever more purple state, growing the labor movement over the past year talking with Mike, Lina and Megan about particular challenges we are facing; one other thing with MN a purple state (prior to this election, MN the only state legislature divided) which makes growing the labor movement that much more important and could see the need for external organizing to build power – either through growing power or simply evangelizing/survival, but that the heart of work will remain internal organizing. The labor movement is somewhat stuck in US with the default for folks entering the workplace being that unions are service model/third party approach: a service I buy. This leaves people questioning: is it worth my investment, given I am represented regardless? Post-Janus, the issue is not really with people leaving the Union, but as new people come in they are not joining at the same rate as previously. Can see a membership campaign working with people to really think about what the relationship with the member means (3 party model: Employer (family), workers, union that gets in the way of the worker and the family OR 2-party model: Workers (all workers) and Employer). Question comes down to: when people talk about MAPE, to they talk about MAPE as they (3rd party) or we (2nd party)? What can we do to push those people at the margin: 75% as opposed to 65% or 80% instead of 70% - so working on that type of campaign. To really focus on that, given it has been a few years, is of interest to us. Would like to know from leadership on need.

ED Jamoul walk through the current contract. Outline of training curriculum. Outline of current contract and costs plus additional MAPE costs.

Director Schmitt shared as an FYI that three member-leaders from 301 had attended the leadership training and endorse it highly; it is valuable training to create effective leaders.

Director Blagsvedt shared that past president of 1001, Dawn Cameron, attended the training and came back with a new set of tools and changed the local from a sit and get to a more participatory local; expressed concern about attacks on the police and police unions easily spreading to attacks on public education and educator unions, a recent example of this connection came from the Minnesota Parents’ Union, as a call for ending the school to prison pipeline. Inquired if IAF had experience with Diversity Equity and Inclusion to assist MAPE in building its capacities to better represent and amplify MAPE members who are Black, Brown, or Indigenous and be more collaborative and create a sense of belonging for those members and reach out to these and other protected class members intentionally?

Ben responded that IAF’s experience and broad-based work is very similar to what the director was describing: building broad-based coalitions across various constituencies; combatting attacks on public service relies on building broader coalition so it’s not just the greedy state employees. Whatever we’re working on: social justice reform, policing reform – our approach supports what you are trying to do.

President Dayton suggested given the earlier assessment of the condition of Labor in MN, it would be good to have an advisor to the board to help provide both context for both the state and national environment.

Director Rodgers shared his view that the previous contract had not moved the needle in terms of membership and that the training had been offered as a “by-the-way, here’s a training you can take advantage of” rather than as part of a broader organizational approach. The Director also shared that while we have a strong Negotiations Team, at the table and this round is going to be difficult; we have a strong union but external influences tear us apart. He referenced a transcript of legislator calling state workers useless, and expressed the need to engage the community to engage them and increase awareness of what we provide.

Director Schoop Point of Order: Is this to ask and have questions answered or are we having a conversation?

President Dayton clarified that it was a conversation.

Ben expressed appreciation for the comments about outreach and opportunity for members around training, and suggested the need for a long-term plan for engagement and short term for bargaining coming up – good stories, outreach, but a longer-term opportunity for relationship building with broader communities. He shared that the Labor movement has been long-criticized for engaging the broader community only when we want something, and the community may not understand what is in it for them to support Labor more broadly. We need to help them realize supporting Labor is in their self-interest.

President Dayton suggested a special board meeting to continue the discussion.

M(Terrill) to remove the Speaker question around Negotiations from the agenda in order to provide more time for discussion. Motion was ruled out of order due to a time-certain commitment to the Negotiations Co-chairs for that discussion.

# Negotiations survey results

OBA Kamper started by lifting up everyone who contributed to the questions and writing – special shout out to Nick Roth (901), Sherrilyn Helgertz (601), and Cynthia Isaacson (MAPE Communications staff).

Kamper walked through the ppt that was included in the board packet (presentation at end of minutes), and shared that while this was an overview of the entire membership,

Negotiations committee members are getting breakdowns from their regions, as well as the entirety of comments that participants left. He offered to drill down deeper if the board wished, but gave a take away that when it comes to wages and healthcare, members do expect this is going to be a challenging year.

Discussion:

Director Schoop thanked OBA Kamper for his fantastic report and asked if non-members were asked any specific questions about why they are not members, and if not, were there plans to dos so in future surveys, whether we were gathering data on broadband needs given telework, and whether the information about why and how many people are considering leaving is entirely reliant on the survey data. She suggested the Affirmative Action report for MNIT contradicted some of what he was reporting. Similarly, is the information on Temporary Unclassified: is that from the survey or other places? OBA Kamper shared that he was in the process of making a recommendation to develop two strategic planning surveys: one for members and one for non-members, or see if there is a way to ask non-members some additional questions. He does have data requests into several agencies around turnover/affirmative action. He shared that one of the benefits of changing to SurveyMonkey is that it allows us to add data points when we send the survey without interfering with anonymity, which gives us another way of analyzing the data.

Director Rodgers thanked OBA Kamper for emphasizing the standard deviation in sharing the data, rather than just giving a percentage, which was so helpful for understanding.

Director Beske complimented OBA Kamper on an absolutely wonderful presentation, and shared his reaction to the unclassified percentages. He asked if OBA Kamper, if provided time would be able to do more investigation on telework, specifically the difference in experience in Greater MN versus the metro. OBA Kamper agreed that the question would be a good one to investigate more deeply and suggested that the time to do so is actually after the pandemic resolves itself, as 85% of MAPE-represented positions are currently teleworking by state mandate.

Director Blagsvedt asked for breakdown of satisfaction among members who are stuck. Would also like to see the numbers disaggregated regarding proximity and satisfaction. OBA Kamper shared that he’d evaluated the data from multiple perspectives, and from every perspective, proximity influenced satisfaction in the same way, the difference being LGBTQ and whether things are getting better, which was a big enough difference to point out.

Director Kotta asked if the data that seems to indicate a split at around the 15-year mark for whether you prioritize wages or healthcare could be correlated with the actual wages of people. OBA Kamper indicated that he had run the numbers and the results were not statistically important.

Secretary Butcher cautioned against the current interpretation of people at the top of the wage scale not being stuck because they are in a series classification. Movement through the class series may not be available due to a number of reasons. OBA Kamper indicated that in theory, he can move backwards in our own data to be able to do more predictive work.

Director Schoop pointed to the equity dashboard from MNIT showing a 17% wage gap for BIPOC women, so different than the survey data. She indicated many groups are doing data requests now, and suggested we may be able to collaborate with someone. She encouraged the use of affirmative action reports and other sources to get the full picture.

OBA Kamper acknowledged that the survey results show us what the people who took the survey told us, and that those who may be thinking of leaving state service may not have been motivated to take the survey. As noted during the presentation, a survey like this relies on self-reported data and people may answer our questions without really knowing the answers.

ED Jamoul thanked OBA Kamper both for his work on the survey and also for teaching the data back to the board. While the survey was conducted for Negotiations, the information provides valuable context for the board.

# Member comments

Kirsten Peterson, Local 1801, DEED M&C Chair, Organizing Council. Member Peterson shared with the board the work DEED M&C was doing around the addition of a measure to their performance evals called graciousness. She noted that while it seemed innocuous, DEED had ascribed characteristics to it such as integrity, returning emails, etc., that did not seem above board. Further, upon some investigation, the team found the measure was being disproportionately used against workers in DEED who are not CIS white males, and the concern was that the standard was being used in a sexist way. Member Peterson explained that she was using this story as context to express her concern about the discussion around President Dayton’s apology letter. She encouraged the board members who voted against reconsideration to think about whether they would have applied that same decision to a male member-leader.

AJ Vandenburg, Local 701 Vice President. Member Vandenburg shared that his comments were also in reference to the discussion Member Peterson brought up. Member Vandenberg shared that he heard the arguments about transparency, and though this is only the second board meeting he has attended and had difficulty following the conversation, he believed this matter has been discussed at this level for some time. Member Vandenberg wanted the board members who were talking about transparency that he was observing this meeting in the interest of transparency, and did not like the optics of the discussion or how long the matter has gone on, and that he didn’t know how this works toward solidarity. By continuing to focus on this issue and bringing this to the membership, we expose how dysfunctional we can be at our worst. As a member, this can be disappointing.

# Organizing Council request

Chair Evans shared a quick announcement from OC: OC is conducting a member outreach initiative; the kick-off training was yesterday. Chair Evans hair lifted up the OC members and MAPE staff who have gotten this going. The outreach is phone calls, much like the political member outreach we’d done in the fall, but the intent is to encourage non-members to sign up. Chair Evans issued a call to the board to participate and encourage members in their regions to sign up and participate, especially those regions that had low-membership locals. The calls will be held February 1-4.

# Update on relational conversations

Director Schmitt shared that her experience has been nice, and she’s been doing one a week.

Director Smith shared that he hadn’t had a chance to talk to anyone, but thank you for all those who pitched in for supplies; the coordinator literally cried.

Chair Evans reminded the board of the new board members and to be sure to work them into schedule.

# MPLS rent control coalition

**M**(Executive Committee)**P** Contribute $1,000 from the Coalition Activities Budget toward the MAPE-endorsed Minneapolis United for Rent Control Coalition. **Consensus**

# MAPE Circle Project

Secretary Butcher gave quick update on MAPE Circle project. The first member circle was held this week, and we got good feedback. Secretary Butcher reminded the board that the project had been highlighted in the December 18, 2020 newsletter and asked them to share the opportunities with their members. Director Wing requested inclusion of the MAPE Circle Project in the talking points.

# Legislative plan

Director Solo and OBA Marincel joined the meeting. Director Solo walked the board through a [presentation on Legislative priorities and three-tier plan for member days on the hill.](https://docs.google.com/presentation/d/1DXpOLUuBAw7NmmSykxJjAouTO9-5jEuKsWXKAwyyB7w/edit?usp=sharing)  Legislative priorities are: raising revenue, a budget that does not include layoffs or cuts to services, and other issues (statewide broadband, student loan debt relief, pro-democracy legislation, and equitable response to and recovery from the epidemic, and pre-sentencing issues).

Secretary Butcher asked for clarification on pro-democracy work, given that access to the ballot box is unlikely to be a legislative issue, and wondered if there was a plan to work with membership to strengthen democratic principles, especially given the context of the past few weeks. Director Solo indicated that there may be capacity to do that work after session once Negotiations is complete – maybe summer. Secretary Butcher suggested including news literacy as part of that work.

Director Sinderbrand asked if we had a list of agencies who had signed onto the early retirement incentive. President Dayton shared that MMB had said they would share a list this week and have yet to do so.

Director Beske asked Director Solo if, in addition to our legislative work, MAPE could push to have a member on the Governor’s Broadband Taskforce.

Director Blagsvedt suggested that librarians might be of assistance in news literacy, and that they are already involved in the Governor’s Broadband Taskforce.

Director Tucke requested an update on the closures of Togo and Willow River. Director Solo indicated we had not heard anything, but that the pushback from the legislature at closure plan had been tremendous. One of the management positions has not been refilled, so a little leery about what that means, but discussion has died off. Director Tucke speculated that it is likely duties will be assigned to ML

Chair Cotter explained that the PC documents that she had moved from the Consent Agenda included a call for directors to help find those members in their regions that have compelling stories to include in the days on the hill meetings. Political Council has discussed paying lost time for those members who play a role. Director Cotter requested directors each commit to finding two members in their region who have stories to help further our priorities.

**M**(Cotter)**SP** to approve the political council reports included in the board packet. **Consensus.**
**M**(Cotter)**SP** that the board adopt the legislative priorities. **Consensus**.

OBA Marincel provided an overview of the plan to build power at the Negotiations bargaining table. Half of that power comes from our legislative work and pressure on the Governor’s budget. Right now, they are working on a plan to put together an arc of actions to support our efforts based on a power analysis Director Solo had provided to the Negotiations Team. Our leverage is the work our members are doing at the front line of the pandemic; if legislators and the Governor see that resources for the work we do is tied to an equitable recovery, it will help to make the argument against cuts. As part of that, those legislators that don’t support our work will be met with loud resistance from our active members. These actions will kick off with a large, townhall-style meeting with the Governor in February (currently working on solidifying the date), which will be an opportunity to share stories of the work that is being done. These stories will both highlight what members have been able to do in terms of pandemic response when resources have been provided for the work, and also the negative consequences of when resources have not been allocated (DOC/DCT). We will use these stories to challenge them to raise revenue and do so in a way that supports and equitable path forward, and ask the Governor to take an active role in bargaining and commit that MMB isn’t bringing cuts to the table. We will move to create actions to support the proposals that the team is bringing to the table and tying resources and work and pandemic response and equitable recovery together into a comprehensive narrative. We will be meeting with the policy director for the Governor, which will be one way we are making sure to plant the seed that we do have expectations that the Governor raise revenue, that he make pushes for permanent revenue and not just rely on the federal government’s response.

Director Solo shared that Chair Evans had participated in a pro-revenue event today that will be featured in the newsletter, and asked the board for help sharing through social media. MAPE also signed onto the pro-revenue letter that was coordinated by the AFL-CIO that will be delivered to the Governor today.

Director Rodgers suggested being intentional with our language and align it with the particular language the Governor has been using in terms of keeping Minnesota moving forward; MAPE should adopt language that speaks about investment in programs and services rather than just going at it from a budget standpoint.

Director Beske echoed the suggestion to adopt the Governor’s language, including One Minnesota, with a focus on the post-COVID future.

# Dashboard

ED Jamoul provided context to the Dashboard – that it is both for information sharing, but also for performance monitoring, which is a function of the board. The dashboard is built around the tactical goals, and ED Jamoul reviewed both the tactical goals and foundational commitments, and then shared the dashboard itself and requested feedback from the board on what information would be helpful.

Director Blagsvedt asked if the membership drop numbers included turnover, and if not, that information might be helpful. ED Jamoul stated that the drop numbers do not include retirements and people who have left state service, but rather intentional drops of membership.

Director Schoop indicated that it would be helpful if ownership of each goal was assigned and reflected on the dashboard; she also suggested adding some of the representational work to the dashboard.

Secretary Butcher suggested adding the number of monthly new hires in order to put the new member number in context. With the pandemic, new hires have been down, which means fewer opportunities for new members.

ED Jamoul then shared some activity that is not currently captured on the dashboard:

* Early Retirement Incentive webinar – 900 people registered and about 600 attended
* DCT Anti-privatization work is continuing
* MDH rapid response this week to protect safety of members at the public health lab; despite credible threats, MDH had intended to keep the lab open; our swift action caused them to reverse that decision.
* DOC Telework Issues: work has been ongoing, but we’ve been hitting a wall and are currently pursuing different approaches, including asking MDH to weigh in on whether the current policy is a threat to public safety.
* Equity work with Negotiations that we will hear more about today.
* Ongoing political work

Director Wing provided an update that DLI had requested those employees who have still been working in the office to telework if able for the full week, given the threats of civil unrest.

Director Schmitt indicated PCA has not asked folks in the office to telework, but rather to be situationally aware.

Speaker Terrill requested consideration of how we as MAPE leaders work with members and expressed concern and ongoing frustration that President Dayton and Executive Director Jamoul have declined the Speaker’s requests to be involved in escalated meetings she feels pertain to Meet and Confer Committees (e..g, recent issues for DNR and MDH). ED Jamoul reminded the Speaker that the topic for discussion was the Tactical Goals Dashboard and requested the Speaker contain her remarks to that topic.

Secretary Butcher shared that she and ED Jamoul will be spending some time between now and the next BOD meeting to work on the best way to present all of the different work being done; options include a broadening of metrics and/or finding a different way to present the information in terms of overall activity toward the tactical goals.

Director Blagsvedt suggested that in addition to inputs and outputs, we find a way to report on perception and capacity data that may indicate the strength of a local in terms member engagement (membership %, # of member leaders, # of stewards with active cases, whether a local is in a targeted district, etc.), and suggested that this data could help determine if staff or stewards needed to be redeployed.

Director Beske would like to see more data on regions and locals specific to stewards and chief stewards, specifically non-work hours they may be spending working on MAPE activities that they are not compensated for; this information can help determine the need for additional staff.

Discussion suspended until after time-certain strategic planning.

# Strategic plan

ED Jamoul framed the strategic planning work, including that MAPE is testing a Civic Organizing approach. This approach is designed to broaden member understanding that our efforts can and should benefit not just us, but all of MN.

 The board participated in a Jam Board exercise to identify the purpose of strategic planning and then broke into small groups to begin work toward stakeholder analysis. Upon coming back together, Director Schoop shared a stakeholder analysis tool to help determine both the interest and the power of different stakeholders, which is important in determining approaches.

Decision and next steps

Director Sinderbrand asked for a resource that lays out civic organizing and what it is.

Director Rodgers shared that the plan as presented was confusing and suggested rather than creating an entirely new plan, we build off the current plan. President Dayton clarified that MAPE does not have a current strategic plan, and we have been using our tactical goals as a bridge until a new 3-5 year plan can be developed.

Speaker Terrill asked for clarification about whether the civic organizing agency is an internal or external entity. President Dayton clarified that the civic organizing agency is an internal entity.

Director Schoop asked for clarification whether the civic organizing agency is facilitating the strategic planning process or are we just implementing the principles.

Discussion was suspended until after the time-certain Negotiations update

# Negotiations update

Negotiations Co-Chairs Adam Novotny and Carolyn Murphy joined the meeting to provide an update. Co-Chair Novotny shared that the next big events for the team are small group meeting with the Governor’s team designed to reach a shared understanding of our platform and their view of the negotiations process, given what the state is facing. There is a large member action in February, and the team has committed to turning out 4-500 people.

Co-Chair Novotny further shared the team’s approach to implementing equity throughout the equity process. The co-chairs introduced the Government Alliance on Race and Equity (GARE) toolkit to the team in order to provide the mechanics on how to look at equity throughout our process. The toolkit is not totally aligned with collective bargaining, but gives some direction and data focus so we are not guessing on the impact of proposals and reconciling the impact with the intent. The toolkit encourages asking the questions: who are the people who have been engaged, and how have they been engaged? The team agreed to solicit feedback from the EDIC from Organizing Council to ensure proposals are not getting caught up in Negotiations bubble. The work will help us determine how we as MAPE and a Negotiations Committee ensure accountability in terms of the proposals we bring forward or don’t and what ultimately makes it into the contract: How are we accountable for communicating the strategy and outcomes and how do we communicate and evaluate the results (membership, MN as a larger aggregate)?

Co-chair Murphy shared that the team is just starting the writing of proposals phase. She has implemented new template to ensure all info is in one place. They have done extensive work reaching out to Chief Stewards, agency M&C, and ERGs – really focused on running everything through the equity lens – both holding employer and MAPE accountable. She foresees working with President Dayton and Co-Chair Novotny along with the councils to develop longer-term tracking so these measures can be evaluated and inform future efforts.

Director Terhune asked that the committee ensure there is work to review past work and ensure that we are not losing hard fought gains in pursuit of new proposals. Co-chair Murphy indicated that the template is formatted to include past, present and future to ensure we don’t lose ground.

Speaker Terrill noted that the GARE focuses on racial equity and requested clarification on whether the Negotiations team had voted to formally adopt the equity framework as being presented by the Negotiations Chairs, as she had not been able to attend the January 14 meeting, and no vote had occurred during the January 12 or 13 sessions that she had attended, and that the discussion about equity had been a contentious one. Co-chair Novotny reported that there had not been a formal vote, but that there had been agreement in principle to proceed. The Speaker than shared some of the discussion from the January 14 EDIC meeting, where the EDIC offered to adopt a coaching model but not to complete a full review of the Negotiations Committee proposals, which the EDIC believed would support the Negotiations Committee, while allowing the EDIC to continue to work on the MAPE wide focus on equity, diversity and inclusion.

Co-Chair Murphy clarified that the intent is for the team to do the work and that it is included in the template, that the Negotiations Team was polled on their experience with equity and diversity work and gave her background in equity work and qualifications. She further clarified that the co-chairs had brought forward a request to the EDIC to review proposals and give feedback to ensure an additional review, but are not looking for them to serve as coaches.

Director Schoop point of order – whether we’d addressed the agenda item regarding meet and confer. President Dayton clarified that the board had not yet discussed that agenda item in order to meet the time-certain for this discussion.

Chair Evans provided additional context that the EDIC did meet and had a rich conversation around how the committee sees its role with Negotiations and that she had planned to reach out to the Negotiations Co-Chairs to figure out how to move forward and collaborate, but had not been able to do so before this meeting.

Director Rodgers reiterated that the responsibility needs to be taken by the committee doing the work; the fear at the EDIC is that the Negotiations committee will just pass responsibility to the EDIC and place the responsibility to them, rather than be responsible for the decisions. Felt there needed to be a more collaborative process.

Co-Chair Novotny expressed that he felt there had been a communication error or gap regarding what the Negotiations Team was requesting from the EDIC. The intent, both theoretically and mechanically, was never for the EDIC to make decisions, but rather provide feedback after the Negotiations team had applied their equity lens. It is not feasible to give another committee decision-making authority when it comes to the proposals, and the team is not looking for the EDIC to rubber stamp anything either. The request is for collaboration to ensure the team is hearing from many voices. The Negotiations Team understands its responsibility in terms of applying an equity lens to the proposals.

Director Schoop sought to clarify for those board members who were not on the restructure project that the role of the Speaker was to have a cohesive role to bring forward issues that are common to M&C committees to the Executive Committee and Negotiations Team.

Director Jamoul clarified the Speaker is a member of the Negotiations Team, but had requested consideration to be included on the head table. She advised against this, as we are six-months into this negotiations session and the team has gelled and are enacting their plan. Because the Speaker role is a new one, she suggested a debrief after Negotiations and ongoing discussions about clarifying the intentions surrounding the role.

**M**(Schmidt)**SF** to extend 30 minutes. **Motion fails to gain 2/3 majority.**

Roll-call vote

Voting Yes: Region 1, Region 3, Region 5, Region 6, Region 7, Region 8, Region 11, Region 13, Region 18, Region 20, Region 21, OC Chair, Speaker

Voting No: Region 2, Region 14, Region 15, Region 16, Region 17, VP, Secretary, PC Chair

Not voting: Region 4, Region 9, Region 19

**M**(Butcher)**SP** to adjourn. **Consensus**. Meeting adjourned at 4:30 pm

**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.

**Consent Agenda:**

1. Minutes
2. Reports
	1. President (included late)
	2. Vice President
	3. Treasurer – *no January report yet*
	4. Secretary
	5. Political Council (October 2020 – January 2021)
	6. Organizing Council
	7. Meet and Confer – *no January report yet*
	8. PAC
	9. Regions
3. Staff materials
4. Political Education Fund contribution(s)

