

**SPECIAL BOARD OF DIRECTORS MINUTES**

**October 8, 2020**

**8:30am – 12:30pm**

**Virtual**

# **Call to Order and Roll Call**

Meeting Called to order at 8:36 a.m

Roll Call:

Present: Region 1 Darci Wing; Region 2 Randy Shimpach; Region 3 Shanna Schmitt; Region 4 Sally Wakefield (alternate); Region 7 Ellena Schoop (after roll); Region 8 Ken Rodgers (after roll); Region 10 Jackie Blagsvedt (after roll); Region 11 Dyan Brainard (alternate); Region 12 Michael Crider; Region 14 Ann Adkisson; Region 15 Craig Beckerleg; Region 16 Daren Hage; Region 17 Mike Terhune; Region 18 Tim Beske; Region 19 Jerry Jeffries; Region 20 Angela Christle; Region 21 Sarah Sinderbrand; Statewide President Megan Dayton; Statewide Vice President Thu Phan; Statewide Secretary Lynn Butcher; Statewide Treasurer Todd Maki; Organizing Council Chair Sarah Evans; Political Council Vice Chair John Ferrara (alternate); Speaker of the Meet & Confer Committees Whitney Terrill

Staff: Executive Director Lina Jamoul

Not present:

Region 5 (vacant); Region 6 Tabatha Ries-Miller; Region 9 Steph Meyer; Region 13 Lois Tucke

# **Strategic Planning**

## Tactical goals overview – (SW President Dayton)

Context for the moment: Pandemic raging, distance learning, privatization, austerity push; time to come together as one;

3 Decision Points:

* November 3
* Legislative session 2021 (FY22-23)
* Contract

Strategic Planning gives hope. Opportunity to pause and look ahead at how we get through what is ahead of us. Determination of who we want to be. The tactical goals the Board of Directors have established and agreed upon will carry MAPE as an organization through until we have our next Strategic Plan. They are:

1. Protecting the health and safety of members.
2. Working with allies to help the state find resources to keep as many people employed as possible.
3. Preparing the environment in which we negotiate, including calling for a resilient public sector.
4. Protecting the fairness of elections and mobilizing our members to have an impact on the elections.
5. Growing our membership to75%
6. Developing and aligning the organization around a 3-year strategic plan

In approaching these tactical goals, we have agreed to four Foundational Commitments:

* Develop an equity framework for all priorities.
* Identify, recruit, develop and train members to encourage active participation.
* Build and deepen our relationship with partner organizations.
* Advance the interest of state employees.

## Roadmap and dashboard – (ED Jamoul)

Overwhelming picture. Lot going on. Due to the nature of the work we do, it can be more helpful to look at it as times of the year rather than five distinct focus areas. Member-focused: looking at ways to get our members involved in large actions and those need to be planned for and need to make sense for our members, for the public.

Ask for MAPE activity between now and the election to be focused on the elections.

Period between the election and inauguration day will focus on the Legislative biennium budget session – sets resources for agencies; attacks on FTE levels; efforts to contract out; always fighting to preserve what we have and get some kind of operating adjustment that provides for cost of living.

Negotiations (April) through June

## Internalize the goals – small group scenario brainstorming

Small groups identified focal areas as presented by different scenarios related to:

* COVID-19
* Elections
* Unknown

Each group documented their discussions on virtual post-its; some ideas reported out:

* Mental health impacts from COVID-19 mitigation;
  + Some people are at capacity and are checking out
  + Look for opportunities to engage that don’t add burden to these members: talks about race issues; history of union work
* People believe this will resolve soon and we can get back to “normal” – this is extremely unlikely and the new normal will look very different than before;
* Need to evaluate and respond to issues as they come up (continued telework)
  + Advocate for a shorter work week
  + Help members identify ways to build time into their days away from screen time
* Need to prepare for return to work issues:
  + Advocate for advance notice and time to transition back to the office when it does happen
  + Focus on worker well-being and acknowledgment from the employer that the change is more than just location
* Support members who are redeployed
* Support and mobilize members around protecting election results/ensuring all votes are counted
* Ensure that every member is hearing from MAPE
* Increase relational organizing and help with organization efforts (OBAs)
  + Collect methods and options that locals and regions are using into a single resource for other locals and regions to try out
  + Need more than just monthly meetings for member outreach/organizing
* Celebrate what we’ve done virtually and increase skill with virtual tools where they are lacking
* Figure out how to build community virtually

SW President Dayton provided an overview of the meeting with Governor Walz and Lt. Governor Flannigan. This is MAPE’s second meeting with the Governor in 2020, which is a huge win. Representatives from DHS, DOC, Revenue, Health and Agriculture. Stories from the font lines: MDH, DOC, DCT. MAPE advanced our budget narrative: Anti-austerity – the money is there to support investment in our communities and maintenance and even expansion of our agencies; public workers bring value to Minnesotans by enhancing quality of life; public services must not be privatized. Speaker Terrill asked the Governor to order Commissioners to work with MAPE by providing access to financial and budgetary documents being used for decision making.

The board discussed. Speaker Terrill shared that, in the next work-related meeting in which she had access to the commissioner, she took the opportunity to ask the commissioner if her team had assessed the impact her current approach to closing the budget gap would have on Minnesotans needing human services provisions in the future; the commissioner stated that they had not. Secretary Butcher shared some of the anti-privatization work DHS was doing, and that identification of services that could be provided by private sector companies is part of the Governor’s budget guidance, so we should be identifying those areas of our agencies that could be targeted. Director Rodgers suggested that we were taking a reactive approach and that we bring issues to the public as well agency leadership and reconfigure local meet & confer committees to bring this up to their agency leadership. Speaker Terrill shared that, in the next work-related meeting in which she had access to the commissioner, she took the opportunity to ask the commissioner if her team had assessed the impact her current approach to closing the budget gap would have on Minnesotans needing human services provisions in the future; the commissioner stated that they had not. SW President Dayton shared the specific asks from the meeting were being sent to the Governor’s staff for response, including our request for Governor Walz to participate in an event in January with our members.

Director Schoop lifted up our MAPE members who had been accepted into the Emerging Leaders Institute this year; ELI is a strength-based leadership training program provided by the state through or in conjunction with the U of M Humphry School. This year, ELI has a 78-member cohort of state workers whose agencies chose to invest in by providing an opportunity to learn and develop leadership skills. Previous cohorts have produced Assistant Commissioners, managers, and supervisors.

## How to talk about the goals with your stakeholders – group discussion

### Report out

#### Challenges – different constituencies; different needs at different levels of the locals; seasonal priorities (elections work prioritized now – how do we help members understand that) differing worldviews; member vs non-member engagement looks different;

#### Opportunities – identifying implicit and explicit opportunities to have conversations; knowing how to guide the membership based on where we are in the year and what is being prioritized; change the frame of engagement with our goals – operating principles and strengthening democracy (3-year strategic plan)

Meeting adjourned at 12:34 p.m.