# MAPElogo_CMYK

BOARD OF DIRECTORS MINUTES

20 November 2020

***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

Meeting called to order at 8:32 a.m.

Statewide (SW) President Megan Dayton

# Roll Call & Reading of the Identity Statement:

Present: Region 1 Darci Wing; Region 2 Randy Shimpach (after roll), Region 3 Shanna Schmitt; Region 4 Chris Smith; Region 5 (open); Region 6 Katey Kinley (open); Region 7 Ellena Schoop (after roll); Region 8 Ken Rodgers (after roll); Region 9 Stephanie Meyer; 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; 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; Organizing Council Chair Sarah Evans; Political Council Chair Cathleen Cotter; Speaker of the Meet & Confer Committees (Speaker) Whitney Terrill

Staff: Executive Director (ED) Lina Jamoul

Guests: Joe Hesla, Kip Hedges, Joan Treichel, Leah Solo, Emil Angelica, Steve Benson, John Ferrara, Kay Pedretti, Andy Trcka, Paul Schweizer, Monica Weber, Eva Peterson, Christine Retkwa, Jerry Schmitt, AJ Van den Berghe; Devin Bruce, Alex Erickson, Nic Frey, Mike Asmus, Caitlin Reid, Sierra Plunkett,

Absent: SW Treasurer Todd Maki

SW President Dayton read the identity statement.

# Approve consent agenda

**M** (Cotter) **SP** Approve consent agenda. **Consensus**

Consent agenda was approved with the understanding that the Regional Director’s report for Region 4 was incorrectly attributed to Region 3 and would be updated.

# Appointments

**M** (Smith) **SP** Ratify appointments included in the packet **Consensus**

# MAPL scholarship donation

PC Chair Cotter provided an overview of the program and shared previous graduates from MAPE (Cotter, Solo, Weber).

**M** (Executive Committee)**P** Donate $2,000 scholarship to the MAPL program from the Coalition Activities budget **Consensus**

# Additional insurance opt-in

(Jamoul) SW Treasurer Maki sent an email to Directors regarding opt-in additional coverage at $50/annual rate (paid by the director to MAPE); this insurance is in addition to the indemnification insurance that covers board members against law suits. This insurance would be for those directors who want to exercise an abundance of caution. Interested directors need to opt in by Monday, November 23.

Director Rodgers asked about the limits of indemnification; ED Jamoul clarified that this was additional to the indemnification and would be an abundance of caution. ED Jamoul further clarified that federal law prohibits unions from funding defense of allegations, fraud or personal profit regardless of whether those allegations are baseless; this insurance would provide $50,000

Director Wing asked if people could be added throughout the year because directors come and go every year; ED Jamoul indicated she thought it was a hard stop, but would check.

Director Beske asked about the mechanics. ED Jamoul clarified that MAPE would pay for the coverage and the director would write MAPE a check to reimburse the cost.

Director Raptis asked why this is being offered now. ED Jamoul provided context regarding litigious nature of the world right now, with enemies of labor bringing frivolous lawsuits.

MPLS rent control coalition endorsement

Kip Hedges(Teamsters 120 Local President, school bus driver; 30-year baggage handler at the airport and involved in passing $15 minimum wage in MSP); Joe Hesla (retired St Paul Federation of Teachers Local 28)

Mr. Hesla and Mr. Hedges provided background on the need for action on rental prices in Minneapolis, and the rest of the state. Average rent for 1-bedroom apartment in Minneapolis is $1491 and $2344 per month for a 2-bedroom apartment. A household with an income of $50K/year can only afford 14% of available units in Minneapolis, and a household of four with an income of $30K can afford none of the currently available units. Mr. Hesla and Mr. Hedges acknowledged that they are at the beginning of their campaign and needed to build both support and pressure, and shared what they had learned from the $15/hr minimum wage campaign.

Discussion of the topic was suspended at 9:28 in order to move to the time-certain agenda item. Topic was returned to at 4:23.

**M**(Beske)**SP** to extend meeting 30 minutes (at 4:30). **Consensus**.

**M** (Executive Committee)**SP** Endorse the MPLS rent control coalition’s ordinance. **Consensus**.

# ED performance review (closed session)

Entered closed session at 9:28; ended closed session at 10:25

# Judicial hearing update

SW VP gave update and provided a timeline for the JC process. Board members encouraged SW VP to ensure the currently-scheduled date does work for all parties so that this matter could move forward, requested that he consult MAPE legal council for an opinion of liability for not meeting our specified timelines, and sought clarification on whether members who had accepted roles in the process could be replaced if they were unable to fulfill their obligations. Additionally, clarification was sought as to why outside council was not being allowed for this proceeding; ED Jamoul clarified that when legal council is sought, it is for the protection of MAPE as an organization, while the judicial procedure is dealing with a conflict within the organization.

# **ERC situational update**

**M**(Kotta)**SP** to enter executive session at 10:58 for Mike Asmus to provide a situation update. **Consensus.**

Executive session ended at 11:28.

Member comments

Steve Benson – requested that the BOD allow him to appeal the ERC decision to not arbitrate his case.

John Ferrara – expressed concern that he was not included in the Political Oversight Fund meetings and decisions, despite the Political Council Charter stating that they would place a member on that board subgroup; expressed the need to change oversight of this fund, and encouraged moving it to the oversight of the Political Council.

Kay Pedretti – expressed that she is seeing some of the same enforcement issues she had brought to the board’s attention last year regarding grievances not moving forward quickly enough and lack of movement when an EBA is on paid leave; further expressed concern that Region 6 has been without a chief steward for two years, and suggested the board look into why that is; reminded the board that it is inappropriate to disparage members bringing comment.

Andy Trcka – wanted to remind directors of the Bread and Roses campaign; knows that locals are setting their budgets and may be looking for opportunities for giving; requested anyone with questions to reach out to him directly.

Executive Session entered at 12:30 to continue previous discussion and ended at 12:44.

# ESFL donation

ESFL had requested sponsorship of an event, but that has passed. Director Shimpach provided background and info on support of Labor from ESFL.

**M**(Shimpach)**SP** Donate $1,000 to ESFL from the Coalition Activities budget **Consensus**.

# Political Fund Oversight group update (Solo & Cotter)

(Solo) The oversight group started meeting in June; did a number of meetings with various folks who MAPE has historically partnered with in elections; at the very beginning of the year, donated $25K to DFL party; supplemented at the end with an additional $10K after request to do final push in communities of color; $75K contribution to AFL-CIO ($50K direct and $25K to Working America, an organization who reaches out to workers who are not unionized), which is in line with previous years; $175K to Win Minnesota, which is aligned with the Victory Fund, this is in line with previous years; $75K donation to DFL House and $75K to DFL Senate Caucus after conversations with Speaker Hortman and Minority Leader Kent – champions of our contract who made sure it got passed, as well as supplemental funding, which finally came through in October. Overall, this year’s donations were in line with the budget and previous donations in previous years.

(Jamoul) MAPE does need to look at how we do political funding and how the decisions get made; PC added membership to this board workgroup into their charter, which is unusual as the bylaws are clear about who can be on board workgroups. Because of this, the conflict should have been brought to the board, but these decisions were made quickly to respond to the fast-moving election season and because PC Chair Cotter serves both on the board and the workgroup.

Secretary Butcher requested that the PC Charter be revisited at a future board meeting to ensure it is aligned with the bylaws.

# Election

SW President Dayton recognized the work people did to support our MAPE-endorsed candidates. All total, we did 757 shifts/2300 hours; Special thanks to Leah & Devin who coordinated the activities and advertised to our members.

At the beginning of the election season several groups made commitments: BOD and Executive Committee each committed to 8 shifts per member, the PAC committed to 28 shifts per member. Additionally, staff and regular members also put in shifts. SW President Dayton Recognized the following staff:

Zen Nguyen, Sierra Plunkett, Roberta Heine, Pete Marincel, Paul Schweizer, Nic Frey, Mike Ausmus, Lyz Martin, Lina Jamoul, Leah Solo, Kelly Ahern, Kathy Fodness, Julie Lee, Janaya Martin, Devin Bruce (76 shifts!), Davia Curran, Dan Englehart, Cynthia Isaacson, Ashley Erickson, Alex Erickson (second highest shifts)

And the following members:

Chuck Jaeger, Kirsten Peterson, Keven Nelson, Christine Retkwa, Brett Nagle, Ann Morris, Alexis Stafford, Adam Novotny, Carrie Klumb, Jeff Plaman, Claudia Hochstein, Caleb Wirth, Maureen Dunaway, Nicholas Snavely, Liz Pearson, Andy Trcka, Jake Rueter, Dave Skovolt, Andrea Falk, Dylan Adams, Nicole Juan, Vernitta Moore, Monica Weber, Sarah Evans, Jessica Raptis, Sarah Sinderbrand, Cathleen Cotter, Lynn Butcher, Megan Dayton

Leah Solo provided a debrief of the election. As predicted, the control of the legislature came down to a few hundred votes in a few districts.

We have a slimer pro-labor majority in the House. The Senate DFL is down to 31 members, with 2 members leaving their caucus to be independents. Depending on how they caucus and how a few pro-labor Republicans vote, will determine our ability to get good legislation pass or stop any bad legislation.

We are still working on exactly what it all means and will continue analyzing data to determine the validity of various theories such as the effect of the “Pot Parties”, lack of face to face field programing and the effect of early voting.

Our targeting was right- the races that were tight were the ones we knew were going to be tight.

Picked up 3 (44, 56, 14)

Lost 2 (58, 27)

It was close in Rochester, in 34, 38.

Generally, turn out was up on both sides, but in our targeted districts, much more up on our side. But not quite enough this cycle. (3.27mill registered in 2016, 2.945mill voted. 3.59mill registered in 2020, 3.279mil voted) 350k more people voted for the pro-labor top of ticket in 2020 than did in 2016. 160k more people voted for the other side at top of ticket in 2020 than in 2016)

* SD14 39k voted (3k to Pot candidate) (won by 300 votes)
* SD 25 almost 49k voted(lost by 1200) (8k more voters for our candidate this time, 1,800 less for the other side)
* SD 26 almost 49k voted(lost by 900) (vs. 2016, 2020 was 5500 more votes for the dems, 1500 more for the GOP. Had the GOP gotten their same numbers in 2020 as they did in 2016, we would have won)
* SD 34 63k registered voters, 58k voted (lost 900 votes)(in 2020, Bonnie got 9k more votes than she did in 2016. Limmer got 110 more votes than 2016)

Bottom line, Greater MN is looking tougher and tougher every year for Pro labor candidates (see house races that are tight or that we lost), and we’re at the end of this Map’s lifecycle with Greater MN overrepresented.

That being said a new map isn’t going to fix everything. We saw in the Senate races, the pro-labor candidates got 50.7% of the vote. That’s not a lot more than the other side. So even the most favorable map, we still have work to do to turn out our folks and persuade others about the importance of unions.

What this means for the legislature: We have 2 years with this situation. With a $4.7billion deficit, we are in a tough position.

We need the federal gov’t to come in with relief and we will have to work with the divided government to pass a budget that doesn’t harm our work.

Monica Weber (PAC chair) Offered thanks to Devin, thanks to the BOD members, thanks to Megan for setting an example and actually working election shifts. Entire legislature up in 2022 because of redistricting, and we will also need to work hard for statewide candidates: SOS Simon a target; need to re-elect Walz. Encouraged BOD members to increase their PAC donation by $2/check to help move the PAC forward since it couldn’t do its fundraiser at DA. Willing to go to local meetings to explain the role of the PAC and how it is separate from the union. Answered question about two newly independent senators and whether the PAC had talked about revoking endorsement: Monica clarified that these senators had not yet voted against any of our endorsed bills, and so they currently met our endorsement criteria.

ED Jamoul was asked about staff shifts and clarified that the time was either volunteer or was accounted for separately as political expenditure and report filed under political finance laws; Asked about what was done to support Anne Claflin (did phone bank, text bank, and two lit drops), and Leah Solo clarified that the race was on a watch list, but was lower down and was surprising. Chair Weber clarified that PAC money is used to pay for PAC lost time and no member dues are used to pay for PAC lost time.

MAPE Elections 2021: Paul Schweizer walked through the timetable for the regular election. Took latest date and then counted back from there. Dates conflicting with holidays were adjusted and noted with an asterisk. Will update the timetable with dates for forums once the elections committee selects them. SW Dayton asked thoughts on the impact of a nominations committee – Paul was hopeful we’ll get more nominees. Clarified that the BOD approves the regular timetable, but not special elections.

**M**(Rodgers)**SP** Approve proposed 2021 election timetable **Consensus**

# Delegate Assembly 2021

Executive Committee met and determined date of September 18 – 3rd Saturday of September (not conflicting with any holidays). Because we had originally booked two years with the hotel, a large amount of deposit was non-refundable, but could be applied to the 2021. Due to lack of confidence in the safety of in-person meeting, we are going virtual in 2021, however, the hotel has indicated we can carry it through to 2022, so we are not losing that deposit (just under $30K).

Joan Treichel, 2020 DA Planning chair indicated that the next chair will need to lead planning. BOD needs to select a new committee; two members at large: Ken Jackson 701 and Jerry Schmidt from 801 are willing and wanting to serve again.

Director Kotta encouraged whoever plans 2021, plans for a whole day. Process for promoting from an alternate to delegate was difficult and wanted to make sure the process was looked at for 2021.

Paul clarified that the Executive Committee determines the date per bylaws. Article X, section 2.

# Relationship building check-in (Evans, Flom)

Board members were asked to share their experiences in participating in the relationship building project and how the schedule was working for them. Some were able to make some connections; some have had difficulty making the schedule work. All agreed in the value of the project and that flexibility was needed. All were optimistic that connecting will be easier after the first of the year.

# Tactical goals dashboard report

Executive Director Lina Jamoul and Statewide Secretary shared with the board the most recent revisions to the Tactical Goals Dashboard. This is a spreadsheet with specific measures that are being tracked as a way of sharing the work that is being done, and also identifying focus areas. Feedback from the board was that the dashboard needs to be made accessible where there are purely visual data, and that efforts to support our foundational commitment of diversity and equity, as well as activities to support stewards and chief stewards are not currently reflected on the dashboard and should be. This is a work in progress, but we hope to have a sharable version for members within the first quarter of 2021.

Megan shared that MMB agreed to early retirement incentive MOU; other labor partners did not think it would happen, but we kept pushing and got it done. Haven’t gotten the draft MOU yet, but payout will be based on years of service and will go into HSA and so remain tax free; believe it will open January 1 and members will be able to decide by March – will be up to MMB’s discretion to extend. ED Jamoul confirmed that this is time-limited and linked to the deficit and that large structural changes like a return to Rule of 90 were not discussed and that agencies will have discretion. Once we have more information, MAPE will put out a webinar similar to the Redeployment Webinar, along with meetings with Meet & Confer chairs, having Dori Leland from MMB come help us understand this. ED Jamoul further clarified that this is different from Phased Retirement, which is already contractual, and that it appears folks who take the payout could come back on a temporary appointment.

# Redeployment (Evans)

Chair Evans provided context: 4-500 employees being redeployed to MDH to assist in contact tracing; MAPE also discovered an issue in Unionware, the database we use to manage membership, where members who have been redeployed are assigned to the redeployment local. This is occurring even when the member is redeployed only part time. Right now, we think they will be reassigned to 902. This means that their member dues will go to the new local and also that members elected or appointed to office or stewards will need to resign their positions unless we take action to move them back to their current local.

**M** (Executive Committee)**P** For purposes of temporary COVID-19 redeployment, and only for purposes of temporary COVID-19 redeployment, allow MAPE staff to move members elected or appointed to office and stewards back to their permanent local in Unionware upon notification from the member **Consensus**

Director Kotta asked if there would be a mechanism whereby locals could be made whole after redeployment ends.

# COVID survey results (Kamper, Hearth)

EBA David Hearth provided an overview of the tactical goal of health and safety of our members with a presentation on workers’ rights in the workplace around COVID-19 Leave and the changes to that program. He asked that if folks had suggestions to make the presentation better, to please send them along.

OBA Dave Kamper reviewed the COVID survey results: The majority of MAPE is teleworking and about half would like to continue; age is largest determiner of desire to work from home; highlighted the level of engagement of members right now – over 8000 people responded to the survey.

Director Rodgers asked if we could set up a COVID donation program where members could donate vacation hours in order to help members with financial security and maintenance of healthcare. SW President Dayton shared that MMB has agreed to allow vacation donation for the purpose of COVID leave, but only when the member themselves have COVID.

OBA Kamper clarified that the number of members denied telework was small and agency-specific, and that we could include workers comp numbers in future data requests.

**M**(Wing)**SP** to adjourn at 4:48 p.m. **Consensus.**

**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
   1. Board of Directors 16 October 2020
   2. Executive Committee 6 November 2020
2. Reports
   1. President
   2. Vice President
   3. Treasurer – *no November report*
   4. Secretary
   5. Political Council – *no November report*
   6. Organizing Council
   7. Meet and Confer – *no November report*
   8. PAC
   9. Regions
3. Staff materials