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**BOARD OF DIRECTORS MINUTES**

# 19 February 2021

**8:30am – 4:30pm**

**Virtual**

***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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# Call to order

President Dayton called the meeting to order at 8:30am.

# Roll Call

Present:

Region 1 Darci Wing, Region 2 Randall Shimpach, Region 3 Shanna Schmitt, Region 4 Chris Smith, Region 5 Robert Johnson (alt), Region 6 Jason Broberg, Region 7 Ellena Schoop, Region 8 Ken Rodgers, Region 9 Allison Steinmaus (afternoon), Region 10 Jackie Blagsvedt, Region 11 Jessica Raptis, Region 12 Tess Flomm, Region 13 Lois Tucke, 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, VP Thu Phan, Treasurer Todd Maki, Secretary Lynn Butcher, OC Chair Sarah Evans, PC Chair Cathleen Cotter, Speaker of the Meet & Confer Committees Whitney Terrill

Staff: Lina Jamoul and Mike Asmus

Members: Steve Benson, Elizabeth Stephens, Nicholas Snavely, Angela Halseth, Maurice Wilson, Kaye Pedretti

President Dayton read the identity and purpose statements.

Director Kotta volunteered to keep track of attendees.

# Region 9 update

President Dayton updated the board regarding the plan to cover Region 9 attendance until a new director is elected to replace long-time director Steph Meyer, who was promoted out of the bargaining unit. Local Presidents will be alternating attendance to provide coverage until after the regular election. Potential candidates for Region 9 director are being identified and approached to run. Minnesota Department of Health continues to be busy with the pandemic, so Region 9 may need additional assistance during this time.

# Approve the Consent Agenda

**M**(Blagsvedt)**SP** to move the minutes out of the consent agenda to discuss. **Consensus**.

**M**(Rodgers)**SP** to move the financial narrative out of the consent agenda to discuss. **Consensus.**

**M**(Blagsvedt)**SP** to change the current wording of the minutes from: Director Blagsvedt shared that the previous president of 1001, now 1002 attended the training and came back with a whole new set of tools and changed the local from a sit and get to a more participatory local; expressed concern about what she’s been seeing in Minnesota with attacks on the police union spreading to attacks on teachers’ unions from so-called parents’ union, under the guise of ending the school to prison pipeline. Was interested in whether IAF could help MAPE be a better organization for our members who are black brown and indigenous and be more collaborative and create a sense of belonging for those members and reach out to our communities?

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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? **Consensus**

Financial Narrative Discussion

Director Rodgers addressed accessibility issues in the financial documents and suggested edits to improve digestibility. Treasurer Maki addressed questions about total fixed assets and interest income and will ask about adding a calculation that compares this year versus last year to the financial statement. President Dayton requested quarterly financial Q&As and suggested accessibility edits to files.

**M**(Rodgers)**SP** to accept the financial narrative. **Consensus.**

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

# Appointments

President Dayton pointed out a typo in materials: It is Dori Maddox, not Dori Maxxod.

**M**(Rodgers)**SP** to move Dori Maddox from alternate to the M&C team. **Consensus.**

**M**(Maki)**SP** to exit the MAPE BOD meeting and call the MAPE Building Corp to order. **Consensus. 9:15 am**

**M**(Dayton) SP to return to BOD meeting. **Consensus**. **10:12 am**

# Coalition-building

## Teamsters local 120 donation

Director Sinderbrand provided some background information on Teamsters Local 120 strike and asked for a boycott of Marathon and Speedway gas stations until the strike’s end.

**M**(Sinderbrand)**S** to donate $1,000 from the coalition activities budget item line to Teamsters Local 120.

**M**(Terrill)**SP** a friendly amendment to increase the amount to $5,000. **Consensus.**

*Motion as amended:* ***M****(Sinderbrand)****SP*** *to donate $5,000 from the coalition activities budget line item to Teamsters Local 120.* ***Consensus***

Treasurer Maki reported the board had used $1,000 of the $8,500 coalition activities budget line item and clarified that the BOD budget was reduced based on virtual meetings. Director Schmitt requested a statement on MAPE’s website for members to boycott Marathon and Speedway stations. ED Jamoul suggested comms interviewing Director Sinderbrand and get a quote and highlight the donation. Speaker Terrill suggested highlighting any connections MAPE has with Teamsters Local 120 in the story.

President Dayton suggested the development of a board workgroup that would be granted authority to respond to these opportunities and will bring appointments to the March Board meeting.

There was a brief conversation about helping MAPE members in need. Secretary Butcher asked directors to refer to the legal advice the board received in Summer of 2020 regarding good and welfare, and remind locals of the guidance that was given.

# Strategic planning

ED Jamoul and Secretary Butcher provided the board an update on changes that have been made to the Tactical Goals Dashboard. Treasurer Maki led an interactive activity to share experience with strategic planning; when it went well, and when it did not and connected good strategic planning with the civic organizing approach. President Dayton asked Treasurer Maki or ED Jamoul to explain the Civic Organizing Agency and its history. President Dayton advocated that we use civic organizing standards in our approach to strategic planning in order to unify and flatten the organization and create feedback loops. ED Jamoul walked through the timeline. Director Rodgers requested the use of a professional facilitator. ED Jamoul explained that the Civic Organizing group would be working within their roles to align strategic planning with other areas (budget and organizing council, etc.). Director Schoop requested that the board work on the stakeholder analysis that she had shared from the Humphrey school between now and next month. President Dayton asked the board to approve the timeline and plan and indicated this would be a continuing conversation.

# Member comments

Steve Benson and Elizabeth Stevens addressed the Board during member comments.

# Action with the Governor

President Dayton, Director of MEDO Asmus, and ED Jamoul provided an overview of our power with the Governor. Director of MEDO walked the BOD through the purpose of the virtual action with the Governor, which will be March 10, from noon-1 pm. Director Blagsvedt shared a powerful story about MDE continuing to feel the impact of cuts from the Pawlenty era, and how those cuts impacted the ability to assist schools during the pandemic. ED Jamoul requested she submit the story, and that it would be a good one to share at agency DOTH. Director Raptis requested the DOC M&C to provide input to the DOC-specific asks. Speakers are from DCT and DOC – both facilities and field services. All members are encouraged to attend, and the more we have, the more power we demonstrate. The Governor, Lt. Governor, and MMB Commissioner will be in attendance. A communication with a google doc sign-up will be sent to all members. Director Sinderbrand requested a strong push to explain to members why it is important for them to attend.

# Newsletter updates and communications forms

ED Jamoul reported moving the newsletter to every other week so there can be consistency and a week to plan, and so we can be more intentional. Director Rodgers requested Communications use the text messaging service more as a different way to reach more people. Secretary Butcher shared that there is a request form for locals who want to run a text campaign. President Dayton requested a list of communications resources as part of the BOD onboarding packet.

# Vaccinations

President Dayton and Executive Committee members reported discussions with constituencies on MAPE’s involvement in COVID vaccinations.

* ERC (VP Phan) – Providing resources and information
* OC (Chair Evans) – Ensure equitable access to the vaccine among our members
* PC (Chair Cotter) – Oppose mandating State employees’ vaccination
* Chairs (Speaker Terrill) – Use expert resources rather than generating our own

Director Christle reported hearing concerns from members about feeling unsafe returning to work if they had to work with others who had not been vaccinated. Director Rodgers reported the COVID Connector site from MDE is not accessible. Director Sinderbrand expressed support for the union to push back on employer attempts to bring employees back in person before they have had an opportunity to be vaccinated. Speaker Terrill requested that MAPE advocate for the availability of the vaccine. President Dayton reported the presence of the statewide vaccine coordinator at bi-weekly meetings with MMB. ED Jamoul reported not everyone in the secure perimeter at DOC is included in the 1b category; vaccinations are not yet available to MLEA (troopers and conservation officers) though they are in 1A. Director Schmitt connected the discussion to the work of M&C and LMC around defined telework policy. President Dayton asked Speaker Terrill to ask M&C Chairs for agency-specific situational update on telework. Secretary Butcher stated the importance of MAPE being part of the decision making and maintaining the ability to select who speaks for our members.

# Evaluation

President Dayton asked for a roll-call evaluation of the meeting by region.

**M**(Beske)**SF** to extend the meeting by 30 minutes. Motion **failed to reach 2/3 to continue.**

Voting Yes: Region 3, Region 4, Region 5, Region 10, Region 11, Region 12, Region 14, Region 20, Region 21, Treasurer, Organizing Chair, PC Chair, Speaker

Voting No: Region 1, Region 2, Region 6, Region 7, Region 9, Region 13, Region 16, Region 17, Region 18, Region 19, VP, Secretary

# Meeting adjourned at 4:31 p.m.

Not discussed:

* Board Development (Governance) Workgroup update
* House Select Committee on Racial Justice report to the Legislature
* ERI update
  + Yes – DEED (DDS), DOC, OHE, Tourism Board
  + No – DNR, MPCA, MNIT, Revenue, DOT
* IAF
* Follow-up to Member Comments

**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. Executive Committee 2021 January 4
   2. Board of Directors 2021 January 15
   3. Executive Committee 2021 February 5
2. Reports
   1. President
   2. Vice President
   3. Treasurer
   4. Secretary
   5. Political Council
   6. Organizing Council
   7. Meet and Confer – *no February report yet*
   8. PAC
   9. Regions
      1. Included - Regions 1, 3, 5, 16, 20
      2. Missing - Regions 2, 4, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 17, 18, 19, 21
3. Staff materials