

Special BOARD OF DIRECTORS Meeting Minutes

November 30, 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 12:05 p.m.

Statewide (SW) President Megan Dayton

# Roll Call & Reading of the Identity Statement:

**Present**: Region 1 Darci Wing; Region 2 Randy Shimpach; Region 3 Shanna Schmitt; Region 4 Chris Smith; Region 5 Robert Johnson (sub for open position); Region 6 Katey Kinley; Region 8 Ken Rodgers; Region 12 Tess Flom; Region 14 Ann Adkisson; 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; Speaker of the Meet & Confer Committees (Speaker) Whitney Terrill; Organizing Council Chair Sarah Evans; Political Council Chair Cathleen Cotter.

Staff: Executive Director (ED) Lina Jamoul.

**Absent**: Region 7 Ellena Schoop; Region 9 Stephanie Meyer; Region 10 Jackie Blagsvedt; Region 11 Jess Raptis; Region 13 Lois Tucke; Region 15 Bryan Kotta; SW Secretary (Secretary) Lynn Butcher

**Discussion of proposed Memorandums of Understanding:**

SW President Dayton and ED Jamoul provided an overview of the proposed Early Retirement Incentive memorandums and answered questions about them.

***M*** *(Cotter)* ***SP*** *to approve both MOU’s.* ***Consensus***

We will send these back to MMB with our approval since a vote by the membership is not feasible here because determining who is impacted is difficult to impossible and they need to be returned to MMB in the next few days for the timeline to work.

Executive Director Jamoul will develop talking points for distribution to MAPE leaders.

**Members report receiving letters encouraging them to drop their membership:**

SW President Dayton mentioned that some of our members have received letters about how to drop their membership. This looks to be the next round by anti-labor to reduce our membership. Executive Director Jamoul explained how groups like this might be getting home addresses using information that is publicly available (even though it is classified as not-public through information requests). Sharing our stories of why we are union members and what we can accomplish together will help counteract this effort.

***M*** *(Johnson)* ***SP*** *to adjourn.* ***Consensus***

Meeting adjourned at 12:58 p.m.

**DRAFT initial MOU**

[inset here the whereases and so forth]

Therefore, the parties agree to this Memorandum of Understanding to create an early retirement incentive for the \_\_\_\_ bargaining unit, subject to the following conditions:

Appointing Authorities may, at their discretion, elect to participate in and offer an Early Retirement Incentive (ERI) subject to the eligibility criteria identified below. The incentive shall consist of One Thousand ($1,000) per complete year of service, capped at $30,000. The incentive shall be paid in a lump sum into an employee’s Health Care Savings Account. MMB will review and approve any Agency’s Plan before the incentive is made available to employees.

Eligibility requirements include that an Employee must:

1. Be immediately entitled at the time of separation to receive an annuity under a State retirement program; and,
2. Be in a classified appointment (unclassified appointments require approval of MMB); and,
3. Not be eligible for any other early retirement incentive, and;
4. Have at least five years of continuous service at the time of separation; and,
5. Be employed in programs that are being permanently eliminated or reduced OR in a position that could be left vacant for one year or more. (The determination of eligibility by program area or position is vested in the Appointing Authority, not an employee); and,
6. Retire on or before March 31, 2021 unless MMB, at its sole discretion, extends this timeline or permits an additional window of eligibility.

Any employee who receives an ERI may not rejoin State Service in a Classified Appointment for at least one year after separation. At the discretion of the appointing authority, employees may return into a Post-Retirement (PRO) appointment of limited duration for knowledge transfer after receipt of an ERI.

**DRAFT initial MOU – CERP/State Patrol**

[inset here the whereases and so forth]

Therefore, the parties agree to this Memorandum of Understanding to create an early retirement incentive for certain members of the \_\_\_\_ bargaining unit, subject to the following conditions:

Appointing Authorities may, at their discretion, elect to participate in and offer an Early Retirement Incentive (ERI) subject to the eligibility criteria identified below to employees who are otherwise eligible for an Early Retirement Incentive such as the Corrections \_\_\_ (CERP) or the State Patrol \_\_\_.

The incentive shall consist of a single payment of Fifteen Thousand ($15,000). The incentive shall be paid in a lump sum into an employee’s Health Care Savings Account. MMB will review and approve any Agency’s Plan before the incentive is made available to employees.

Eligibility requirements include that an Employee must:

1. Be immediately entitled at the time of separation for early retirement pursuant to the provisions of their collective bargaining agreement; and,
2. Be between the ages of 50 and 54 years, 11 months, and;
3. Have at least five years of continuous service at the time of separation; and,
4. Retire on or before March 31, 2021 unless MMB, at its sole discretion, extends this timeline or permits an additional window of eligibility.

Any employee who receives an ERI cash payment pursuant to this MOU and who also meets the eligibility requirement for benefits under the relevant articles for early retirement under Article \_\_ remains entitled to receive those benefits. Any employee who accepts an ERI cash payment may not rejoin State Service in a Classified Appointment for at least one year after separation. At the discretion of the appointing authority, employees may return into a Post-Retirement (PRO) appointment of limited duration for knowledge transfer after receipt of an ERI.