



MAPE Delegate Assembly
DoubleTree by Hilton
7800 Normandale Boulevard
Bloomington, MN 55439

Key: M = Motion S = Second P = Passed F = Failed

FINAL MINUTES

Saturday, September 21

7:00 - 8:15 a.m.

Registration

*East Ballroom entrance (second level)
Trustees Committee & MAPE Staff*

Vendor Tables Open

*East Ballroom foyer (second level)
Please note: vendors are scheduled until 1:00 p.m.*

7:00 – 8:30 a.m.

Breakfast Buffet

Garden Court (lower level)

7:30 – 8:15 a.m.

Parliamentary Review

*Veranda 1
Larry Souther*

8:30 a.m.

As of 8:35 a.m. called to order

Delegate Assembly Begins

East Ballroom

**Welcome first time Delegates and Alternates,
Introductions, Housekeeping & Assembly Open:**

Chet Jorgenson, Statewide President

Executive Committee and Staff Introductions: *Lina
Jamoul, Executive Director*

Credentials Report: *Joe Sullivan, Trustees Committee
Chair*

As of 9:23 am, 111 delegates 4 upgraded alternates 6
Statewide Officers 21 Regional Directors. 142 seated out of a
possible 149.

MSP(Jorgenson) to adopt by consensus the Credentials
Report as presented.

Adoption of Rules: *Chet Jorgenson, Statewide President*

Adopt Rules: *Chet Jorgenson, Statewide President*

- **MS(Souther)** to amend the rules as follows:
Section F – Delete information in parentheses
Section G – delete language in parentheses
- **M (Jorgenson)SP (Consensus)** to adopt the amended rules for the 2019 DA as presented.

Demonstration and training on voting devices:
Davia Curran, Member Database & IT Specialist

Adoption of Agenda: *Chet Jorgenson, Statewide President*

Adopt Agenda: *Chet Jorgenson, Statewide President*

- **M (Jorgenson) SP** to adopt the Agenda for the 2019 DA as presented. (116Y/7N)

8:50 a.m.

Health of the Union

Lina Jamoul, Executive Director

9:00 a.m.

Special Guest

Governor Tim Walz

9:15 a.m.

Finance Workgroup 2020 Budget Presentation

Todd Maki, Statewide Treasurer and Financial Workgroup
M (Maki) SP to approve the budget as presented. (121/6 to approve)

10:00 a.m.

Break

East Ballroom foyer

10:15 a.m.

Breakout Sessions

Veranda 1 – Political Council

Veranda 2 – Organizing Council

Veranda 3 – Meet and Confer

Veranda 5 & 6 – Leadership & Steward Development

Veranda 7 – Diversity, Inclusion & Equity

11:00 a.m.

Report out on Breakout Sessions

Presenters of each breakout to recap

11:15 a.m.

Delegate Assembly Business

(Resolutions continued)
Credentials Report: Joe Sullivan, Trustees Committee

As of 11:42, 113 delegates 4 upgraded alternates 6 Statewide Officers 21 Regional Directors. 144 seated out of a possible 149.

- **M(Jorgenson) SP** to adopt by consensus the Credentials Report as presented.

Resolution #1 Equal Access to Statewide Elections

Equal Access to Statewide Elections

- Whereas the creation of statewide councils has greatly increased the number of candidates running for office.
- Whereas the travel distances in greater Minnesota are a significant obstacle for candidates from greater Minnesota to participate equally in campaign forums.
- Whereas campaign forums held at the same date and time diminish candidate engagement
- Whereas it is nearly impossible to facilitate campaign events without violating campaign conduct rules relating to state e-mail addresses, because there are not contact lists.
- Whereas MAPE has the resources to expand access to the elections process.

- Resolved, the statewide elections committee, prior to voting opening, shall hold campaign forums for each contested statewide election.
- Resolved, these statewide campaign forums be conducted in a manner that allows members participate remotely.
- Resolved, the statewide election committee shall securely publish the contact list for candidates and local elections committee members to the MAPE portal.
- Resolved, local election committees shall publish their campaign forum dates on a calendar on the MAPE portal.
- Resolved, that the use of MAPE owned laptops and software shall be authorized for usage at campaign forums to facilitate equal access of remote candidates.

Passed by	Date
MAPE Board of Directors	21 June 2019
Bryan Kotta	21 June 2019
John Ferrara	21 June 2019

Contact Name	Contact E-mail Address	Contact Phone
John Ferrara	Jdferrara60@gmail.com	(507) 251-6228
Bryan Kotta	kottab@gmail.com	(701) 371-6609

<p style="text-align: center;">ELECTION RULES</p> <p>Article IV – Campaign Support</p>	<p style="text-align: center;">Resulting Language</p>
<p>1. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p> <p>2. MAPE Resources. Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events. <u>MAPE's offices may be used for candidate forums. MAPE shall provide technology to facilitate video conferencing at campaign forums for statewide races.</u></p> <p>3. Campaign Forums. The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. <u>The statewide elections committee shall hold a candidate forum for each contested statewide election, prior to voting being open. These statewide campaign forums sponsored by the statewide elections committee shall be held in a manner that allows members to interact with the candidates from remote</u></p>	<p>1. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p> <p>2. MAPE Resources. Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events. MAPE's offices may be used for candidate forums. MAPE shall provide technology to facilitate video conferencing at campaign forums for statewide races.</p> <p>3. Campaign Forums. The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. The statewide elections committee shall hold a candidate forum for each contested statewide election, prior to voting being open. These statewide campaign forums sponsored by the statewide elections committee shall be held in a manner that allows members to interact with the candidates from remote</p>

<p><u>locations. The MAPE portal shall be used to show the schedule of all campaign forums.</u></p> <p>4. Distribution List Security. MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted: <u>except for the following: A list of statewide candidates and their personal contact information shall be provided to local elections committees for the purpose of facilitating local campaign forums. A list of local elections committees personal contact information shall be provided to statewide candidates to facilitate local campaign forums. The MAPE portal may be used to publish these lists.</u></p>	<p>locations. The MAPE portal shall be used to show the schedule of all campaign forums.</p> <p>4. Distribution List Security. MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted, <u>except for the following: A list of statewide candidates and their personal contact information shall be provided to local elections committees for the purpose of facilitating local campaign forums. A list of local elections committees personal contact information shall be provided to statewide candidates to facilitate local campaign forums. The MAPE portal may be used to publish these lists.</u></p>
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Posted Amendment to Resolution #1:

Equal Access to Statewide Elections - Amendment

John Ferrara and Byron Kotta propose the following amendment to their resolution. The changes are:
 "voting being open" was changed to "voting window opening" to conform time line language; and
 a line was added to the time line.

ELECTION RULES Article IV – Campaign Support	Resulting Language
<p>5. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining</p>	<p>5. General Resources. Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining</p>

representative or an affiliate thereof.

6. **MAPE Resources.** Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events. MAPE's offices may be used for candidate forums. MAPE shall provide technology to facilitate video conferencing at campaign forums for statewide races.

7. **Campaign Forums.** The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. The statewide elections committee shall hold a candidate forum for each contested statewide election, prior to voting being open the voting window opening. These statewide campaign forums sponsored by the statewide elections committee shall be held in a manner that allows members to interact with the candidates from remote locations. The MAPE portal shall be used to show the schedule of all campaign forums.

8. **Distribution List Security.** MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted-

representative or an affiliate thereof.

6. **MAPE Resources.** Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events. MAPE's offices may be used for candidate forums. MAPE shall provide technology to facilitate video conferencing at campaign forums for statewide races.

7. **Campaign Forums.** The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. The statewide elections committee shall hold a candidate forum for each contested statewide election, prior to the voting window opening. These statewide campaign forums sponsored by the statewide elections committee shall be held in a manner that allows members to interact with the candidates from remote locations. The MAPE portal shall be used to show the schedule of all campaign forums.

8. **Distribution List Security.** MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted except for the following: A list of

<p><u>except for the following: A list of statewide candidates and their personal contact information shall be provided to local elections committees for the purpose of facilitating local campaign forums. A list of local elections committees personal contact information shall be provided to statewide candidates to facilitate local campaign forums. The MAPE portal may be used to publish these lists.</u></p>	<p>statewide candidates and their personal contact information shall be provided to local elections committees for the purpose of facilitating local campaign forums. A list of local elections committees personal contact information shall be provided to statewide candidates to facilitate local campaign forums. The MAPE portal may be used to publish these lists.</p>
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<p>MAPE ELECTION TIMETABLE Appendix A</p>	<p>Proposed Language</p>
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Last Possible Date	Action Items	No Later Than
	Membership deadline to be eligible to vote	14 days before the voting window opens
	Personal Statements Due Statements to be published on the MAPE website	14 days before the voting window opens
	<u>Statewide Elections Committee Candidate Forum(s)</u>	<u>Between the date Personal Statements are Due and the voting widow opening</u>
	Voting Opens	14 days before closing the voting window
	Voting Closes	No later than May 27

MAPE ELECTION TIMETABLE Appendix A		Final Language
Last Possible Date	Action Items	No Later Than
	Membership deadline to be eligible to vote	14 days before the voting window opens
	Personal Statements Due Statements to be published on the MAPE website	14 days before the voting window opens
	Statewide Elections Committee Candidate Forum(s)	Between the date Personal Statements are Due and the voting widow opening
	Voting Opens	14 days before closing the voting window
	Voting Closes	No later than May 27

MP Resolution #1: Equal Access to Statewide Elections- Amended (126Y/3N)

Resolution #2: Miscellaneous Changes and Corrections to Election Rules

Miscellaneous Changes and Corrections to Election Rules
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Whereas, numerous changes to the Election Rules were approved at the 2018 Delegate Assembly; and
Whereas, MAPE successfully implemented the changes in the 2019 elections; and
Whereas, several adjustments are needed to make the elections work even better; and
Specifically,
Whereas, there is mismatch between the Election Timetable and the Election Rules Article III, Section 8. The Timetable is correct. Therefore,

Resolved, that the Election Rules be changed to reflect the language in the Timetable; to clarify when the Candidate Eligibility Report (CER) and revised CER are published; and to clarify the nominees' responsibility for review of these documents.

Whereas, Election Rules Article III, Section 7. and Section 8. are confusing. Therefore, *Resolved*, that the Election Rules Article III, Section 7 and Section 8 shall be combined and clarified. The requirement for filing of personal statements shall be moved to Article III from Article V. Clarifying language to emphasize that personal statements are required for all candidates who will appear on the ballot shall be added.

Whereas Election Rules Article V needs changes to make the Election Rules consistent with the Social Media Policy; and

Whereas, the Election Rules require the Elections Committee to receive a copy of campaign literature prior to its distribution but under the Social Media Policy, social media postings are not required to be filed. This unequal treatment of what could be identical material may be confusing to candidates. Therefore, *Resolved*, that the requirement of prior filing of campaign material is eliminated.

Whereas, personal statement requirements were previously published as an election resource document on the MAPE website; and

Whereas, the Election Rules contain no discussion of personal statement requirements, including word limits, but they should because personal statements are now required, and candidates need guidance on what to publish, and

Whereas, the election rules are silent regarding how to proceed when a candidate submits a personal statement which exceeds the word limit. Therefore,

Resolved, that the Election Rules shall include the requirements for personal statements, including word limits, and how personal statements which exceed the word limit will be treated.

Whereas, the current MAPE Election Timetable contains a reference to a Financial Report and the date it is due, but a Financial Report form was previously only used for statewide elections; and

Whereas, there are no provisions about a Financial Report in the Election Rules or Bylaws. Therefore,

Resolved, that the Election Rules shall require that financial reports be filed for candidates in statewide contest and that the Election Rules shall be expanded to include a description of the information that is to be filed, the consequences for not filing, the due date and the conditions under which the reports may be made available for review by members (within 30 days after ballots are tabulated).

Whereas, in 2018, the Delegate Assembly approved changes to the Election Rules establishing that all elections will be held using electronic, web-based balloting; and

Whereas, some conforming language in the Election Rules Article VII and Article VIII were unintentionally omitted from resolutions sent to the 2018 Delegate Assembly. Therefore,

Resolved, that the Election Rules Article VII and Article VIII relating to Ballot Format, Tabulation of Ballots and Electronic Ballots shall be updated to reflect that balloting is performed using electronic, web-based balloting.

Further Resolved, that the Election Rules be amended as shown below.

Passed by	Date
Elections Committee	6/25/2019

Contact Name	Contact E-mail Address	Contact Phone
Mike Landers	Mikel7_8@msn.com	651-335-6738 (Cell)

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

Election Rules
Article III
Nominations

- 7. Candidate Eligibility Report, Publication.** The Elections Committee shall declare the candidates to appear on the ballot upon completion of the Candidate Eligibility Report. The report shall include the names of all eligible nominees and the position sought. ~~A revised Candidate Eligibility Report may be completed if a valid protest is filed by the stated deadline.~~
- 8. Publication of the Candidate Eligibility Report.** ~~For candidates who will appear on the ballot, each candidate's personal statement shall be published on the MAPE website as part of the Candidate Eligibility Report no more than 5 days after the deadline for candidates to accept nomination.~~ If an eligible nominee's name is missing from the report or the report contains inaccurate information or some other error, the nominee must protest their name missing from the Candidate Eligibility Report or revised Candidate Eligibility Report no later than 3 days after the report is published or their nomination is withdrawn, and their name shall not appear on the ballot. A revised Candidate Eligibility Report may be completed if a valid protest is filed by the stated deadline. ~~If the revised Candidate Eligibility Report contains inaccurate information or some other error and the nominee wishes to correct this error, the nominee must protest the Candidate Eligibility Report or Revised Candidate Eligibility Report no later than 3 days after the report is published.~~

Election Rules
Article III
Nominations

7. Candidate Eligibility Report, Publication. The Elections Committee shall declare the candidates to appear on the ballot upon completion of the Candidate Eligibility Report. The report shall include the names of all eligible nominees and the position sought. If an eligible nominee's name is missing from the report or the report contains inaccurate information or some other error, the nominee must protest no later than 3 days after the report is published or their nomination is withdrawn, and their name shall not appear on the ballot. A revised Candidate Eligibility Report may be completed if a valid protest is filed by the stated deadline. If the revised Candidate Eligibility Report contains inaccurate information or some other error and the nominee wishes to correct this error, the nominee must protest the Revised Candidate Eligibility Report no later than 3 days after the report is published.

9. Uncontested Elections. The Candidate Eligibility Report shall also include the names and positions sought of persons nominated in uncontested elections.

10. Personal Statements. Candidates whose names will be on the ballot must prepare and submit a personal statement to be included with the ballots. Each candidate must submit their personal statement 14 days before the voting window opens, otherwise the candidate is disqualified, and their name will not be on the ballot. For candidates who will appear on the ballot, each candidate’s personal statement shall be published on the MAPE website.

8. Uncontested Elections. The Candidate Eligibility Report shall also include the names and positions sought of persons nominated in uncontested elections.

9. Personal Statements. Candidates whose names will be on the ballot must prepare and submit a personal statement to be included with the ballots. Each candidate must submit their personal statement 14 days before voting opens, otherwise the candidate is disqualified, and their name will not be on the ballot. For candidates who will appear on the ballot, each candidate’s personal statement shall be published on the MAPE website.

**Article V
Campaign Conduct**

1. **General Conduct.** All candidates shall conduct their campaigns in a manner that promotes the welfare of MAPE and does not subject MAPE to liability.
2. **False Claims.** Candidates shall not knowingly make false or clearly misleading claims.
3. **Undue Influence.** Candidates shall not use coercion, bribery, or a promise of future consideration in an attempt to influence an election.
4. **E-Mail Use.** State e-mail or equipment (including printers and fax machines) may not be used for MAPE campaign purposes. Campaign e-mail messages shall not be sent or forwarded from state or non-state systems to state systems.
5. **Campaign Literature.** The Elections Committee shall establish the format

**Article V
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1. **General Conduct.** All candidates shall conduct their campaigns in a manner that promotes the welfare of MAPE and does not subject MAPE to liability.
2. **False Claims.** Candidates shall not knowingly make false or clearly misleading claims.
3. **Undue Influence.** Candidates shall not use coercion, bribery, or a promise of future consideration in an attempt to influence an election.
4. **E-Mail Use.** State e-mail or equipment (including printers and fax machines) may not be used for MAPE campaign purposes. Campaign e-mail messages shall not be sent or forwarded from state or non-state systems to state systems.
5. **Campaign Literature.** All campaign literature shall bear the

~~and filing requirements for all campaign literature.~~ All campaign literature shall bear the name of the author(s), the funding source, and the candidate(s) and/or issue(s) it supports. ~~One copy of all campaign material shall be filed with the Elections Committee prior to distribution.~~ Candidates are solely responsible for the content of their campaign material.

6. **Social Media in Campaigns Policy.**

Candidates must comply with the Social Media in Campaigns Policy.

7. **Personal Statements.** ~~Candidates whose names will be on the ballot must prepare and submit a personal statement to be included with the ballots. Personal statements may not contain photographs, graphics or artwork. Personal statements shall include the candidate's name and information about the candidate and the candidate's ideas relating to the office sought and may not contain references to other candidates. Personal statements may include the candidate's department, work city, years of state service and years as a MAPE member. The word limit for offices are: statewide officer, including Trustee or council member, 300 words; regional director 200 words; local president, 150 words; other local officer, negotiation committee member, or delegate, 100 words.~~

Candidates who submit a personal statement which exceeds the word limit will be given an opportunity to shorten their statement. If a revised statement is not submitted or the revised statement exceeds the word limit, the personal statement will be truncated. The truncated personal statement will be

name of the author(s), the funding source, and the candidate(s) and/or issue(s) it supports. Candidates are solely responsible for the content of their campaign material.

6. **Social Media in Campaigns Policy.**

Candidates must comply with the Social Media in Campaigns Policy.

7. **Personal Statements.** Personal statements may not contain photographs, graphics or artwork. Personal statements shall include the candidate's name and information about the candidate and the candidate's ideas relating to the office sought and may not contain references to other candidates. Personal statements may include the candidate's department, work city, years of state service and years as a MAPE member. The word limit for offices are: statewide officer, including Trustee or council member, 300 words; regional director 200 words; local president, 150 words; other local officer, negotiation committee member, or delegate, 100 words.

Candidates who submit a personal statement which exceeds the word limit will be given an opportunity to shorten their statement. If a revised statement is not submitted or the revised statement exceeds the word limit, the personal statement will be truncated. The truncated personal statement will be published on the

<p><u>published on the MAPE website and included with the ballot.</u></p> <p>8. Financial Report Required. <u>Candidates for a statewide office shall file a financial report with the Elections Committee no later than 10 days following the tabulation of ballots. A winning candidate in a statewide, contested election will not be seated until the financial report has been filed and accepted by the Elections Committee. The report shall be in the format prescribed by the Elections Committee and shall include a list of contributions and expenses. For all contributions over \$100, the contribution list shall show the name of contributors and the amount of the contribution. For contributions under \$100, only the total amount of contributions is required. The report shall contain a list of expenses, including the vendor and amount of each expense. The amount of contributions reported must equal the amount of expenses reported. The candidate shall sign and date the report, attesting that Campaign Support requirements in Election Rules Article IV section 1 were followed. A copy of the form will be provided to any MAPE member upon request, provided the request is made within 30 days after ballots are tabulated.</u></p>	<p>MAPE website and included with the ballot.</p> <p>8. Financial Report Required. Candidates for a statewide office shall file a financial report with the Elections Committee no later than 10 days following the tabulation of ballots. A winning candidate in a statewide, contested election will not be seated until the financial report has been filed and accepted by the Elections Committee. The report shall be in the format prescribed by the Elections Committee and shall include a list of contributions and expenses. For all contributions over \$100, the contribution list shall show the name of contributors and the amount of the contribution. For contributions under \$100, only the total amount of contributions is required. The report shall contain a list of expenses, including the vendor and amount of each expense. The amount of contributions reported must equal the amount of expenses reported. The candidate shall sign and date the report, attesting that Campaign Support requirements in Election Rules Article IV section 1 were followed. A copy of the form will be provided to any MAPE member upon request, provided the request is made within 30 days after ballots are tabulated.</p>
<p style="text-align: center;">Article VII Election Mechanics</p>	<p style="text-align: center;">Article VII Election Mechanics</p> <p>1. Eligible Voters. The Vice President shall submit an accurate list of</p>

<p>1. Eligible Voters. The Vice President shall submit an accurate list of eligible voters to the Elections Committee.</p> <p>2. Balloting Method.</p> <ul style="list-style-type: none"> a. Statewide and Regional elections (regularly scheduled and special) shall be electronic elections. b. Regularly scheduled local elections and local special elections shall be electronic elections. <p>3. Secret Ballot. All voting shall be by secret ballot.</p> <p>4. Ballot Security. The Elections Committee and their designees (which may include a third-party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality.</p> <p>5. Ballot Format.</p> <ul style="list-style-type: none"> a. In races with fewer than five candidates, t<u>The order of names shall be varied such that, when considering all of the ballots, every name appears in each position of the list approximately the same number of times. In races with more than four candidates, the order shall be varied as much as is practical.</u> b. Incumbents and agencies shall not be designated on the ballot. c. When preferential balloting is not used, instructions on the ballot will state that voters will “vote for no more than” the number of positions to be filled. <p>6. Tabulation of Ballots. The Elections Committee and their designees (which may include a third party vendor) shall tabulate or oversee the tabulation of ballots prepared by a third-party vendor. A majority of Elections Committee members shall make</p>	<p>eligible voters to the Elections Committee.</p> <p>2. Balloting Method.</p> <ul style="list-style-type: none"> a. Statewide and Regional elections (regularly scheduled and special) shall be electronic elections. b. Regularly scheduled local elections and local special elections shall be electronic elections. <p>3. Secret Ballot. All voting shall be by secret ballot.</p> <p>4. Ballot Security. The Elections Committee and their designees (which may include a third-party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality.</p> <p>5. Ballot Format.</p> <ul style="list-style-type: none"> a. The order of names shall be varied such that, when considering all of the ballots, every name appears in each position of the list approximately the same number of times. b. Incumbents and agencies shall not be designated on the ballot. c. When preferential balloting is not used, instructions on the ballot will state that voters will “vote for no more than” the number of positions to be filled. <p>6. Tabulation of Ballots. The Elections Committee shall oversee the tabulation of ballots prepared by a third-party vendor.</p>
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<p>decisions concerning ballots, unless handled by a third party vendor. Candidates shall not be present during ballot processing. MAPE staff not integral to the election process shall not be present during ballot processing. Each candidate may have an observer at all stages of ballot processing, except when ballot processing is done by a third party vendor. Observers representing candidates shall remain silent and be seated where they can observe the markings on ballots but shall not handle or count ballots. Safeguards may include, but are not limited to, securing the assistance of an independent, non-partisan agency to observe election procedures. Ballots are valid if, in the Elections Committee's judgment, the intent of the voter is clear.</p>	
<p style="text-align: center;">Article VIII Electronic Elections</p> <ol style="list-style-type: none"> 1. Reasonable Notice. Reasonable notice shall be given that an election will be held. 2. Electronic Ballots. The e-mailing must include <u>instructions on how to a sample ballot, voting instructions, and information necessary to access the secure balloting Web site website.</u> The <u>Web site website</u> shall include an electronic ballot and candidates' personal statements. 	<p style="text-align: center;">Article VIII Electronic Elections</p> <ol style="list-style-type: none"> 1. Reasonable Notice. Reasonable notice shall be given that an election will be held. 2. Electronic Ballots. The e-mail must include instructions on how to access the secure balloting website. The website shall include an electronic ballot and candidates' personal statements.

The Constitution and Rules Committee believes this resolution is ready for debate.
Note: The financial report does not explain what happens to residual funds.

MP Resolution #2: Miscellaneous Changes and Corrections to Election Rules (109 Y/9 N)

Resolution #3 Bylaw Changes Related to Elections

Bylaw Changes Related to MAPE Elections

Whereas, the Bylaws need to be clear and internally consistent; and
Whereas, numerous changes to the Election Rules were approved at the 2018 Delegate Assembly but some changes left minor inconsistencies in the Bylaws; and
Whereas, several provisions in the Bylaws related to elections need correction to make the Bylaws clearer and more consistent; and

Specifically:

Whereas, footnotes #11 and #12 in the Bylaws Article VI regarding the dates that the Speaker of the Meet and Confer Committees will become a member of the Executive Committee and when the Speaker will be elected are incorrect. Therefore,

Resolved, footnote #11 in Bylaws Article VI, Section 5. shall be corrected to say that The Speaker for the Meet and Confer Committees will become a member of the Executive Committee to be seated in 2020 instead of June 2019.

Resolved, footnote # 12 in Bylaws Article VI, Section 8. E. 1. shall be corrected to say that the Speaker will remain empty until the 2020 Negotiations Convention instead of the November 2018 Negotiations Convention.

Whereas, Bylaws Article VIII, Section 1. A. 2. relating to candidate and incumbent eligibility to hold office are unclear. Therefore,

Resolved, that Bylaws Article VIII, Section 1. A. 2. shall be clarified to state that incumbents can run for their current office or a new office, a member can only run for one office and that Delegates and Alternates are not offices, which is the current practice.

Whereas, there is an incorrect internal reference in Bylaws Article VIII, Section 1. A. 7. Therefore,

Resolved, that the incorrect internal reference in Bylaws Article VIII, Section 1. A. 7. shall be corrected as shown.

Whereas, the language in Bylaws Article VIII, Section 1. C. relating to elections not administered by the Statewide Elections Committee is outdated, moot, and possibly misleading, because the Statewide Elections Committee now administers all elections. Therefore,

Resolved, the outdated language in Bylaws Article VIII, Section 1. C. relating to elections not administered by the Statewide Elections Committee shall be deleted.

Whereas, there is an incorrect internal reference in Bylaws Article VIII, Section 2. Therefore,

Resolved, that the incorrect internal reference in Bylaws Article VIII, Section 2 shall be corrected as shown.

Whereas, actions of the 2018 Delegate Assembly abolished all local elections, and
Whereas, a provision in Bylaws Article VIII, Section 3. B. allowing vacancies in local offices to be filled at a local meeting is inconsistent with many other provisions in the Bylaws and Election Rules. Therefore,

Resolved, the provision in Bylaws Article VIII, Section 3. B. allowing vacancies in local offices to be filled at a local meeting shall be eliminated.

Whereas, due to changes to the Election Timetable approved at the 2018 Delegate Assembly, local officer positions can remain vacant for lengthy periods of time until special elections are held. Therefore,

Resolved, local presidents shall be authorized to appoint temporary local officers until a special election is completed.

Whereas, MAPE election officials and locals need to know, on a timely basis, how many delegates each local may elect in order to prepare for the local election; and

Whereas, the 2018 Delegate Assembly accepted the restructure committee's proposal to start the election cycle earlier in the year, but a date in the Bylaws Article X, Section 1. relating to when the calculation of the number of Delegates is to be performed was not changed to reflect the earlier start of the election cycle; and

Whereas, currently, the Bylaws say that the date to be used to calculate the number of Delegates each local may send to Delegate Assembly is April 1st, but nominations now open in February. Therefore,

Resolved, the number of Delegates allowed for each local shall be calculated as of February 1 of each year.

Whereas, the method of electing ranked Alternates does not clearly reflect current and past practice and is not clearly stated. Therefore,

Resolved, Bylaws Article X. Section 1. shall be clarified to state that Alternates are not elected separately; rather, candidates for Delegate not selected as a Delegate are named as Alternates, ranked according to how many votes each received in their local election.

Passed by	Date
Elections Committee	6/25/2019

Contact Name	Contact E-mail Address	Contact Phone
Mike Landers	mikel7_8@msn.com	651-335-6738 (Cell)

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

**ARTICLE VI
STATEWIDE STANDING
COMMITTEES**

Section 5. Executive Committee.

The President shall be the presiding officer of the Executive Committee. The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors. The Executive Committee shall meet at the call of the President or a majority vote of the Executive Committee.

The Executive Committee shall consist of:

- The Statewide Officers
- The Chair of the Political Council⁹
- The Chair of the Organizing Council¹
- The Speaker of the Meet and Confer Committees²

For the purposes of term limits, all positions on the Executive Committee are considered statewide officers.

Section 8. Meet and Confer Committees.

- A. **Speaker.** The chairs of the statewide meet and confer committees will elect one of the meet and confer chair as their Speaker. The Speaker will represent the meet and confer committees on the Negotiations Committee and the Executive Committee.

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- A. **Speaker.** The chairs of the statewide meet and confer committees will elect one of the meet and confer chair as their Speaker. The Speaker will represent the meet and confer committees on the Negotiations Committee and the Executive Committee.

<p>1) The Speaker will be elected at the Negotiations Convention.³</p> <hr/> <p>⁹ Proviso – Once elected the Chair of the Political Council will become a member of the Executive Committee. This is anticipated to happen in June 2019.</p> <p>¹⁰ Proviso – Once elected the Chair of the Organizing Council will become a member of the Executive Committee. This is anticipated to happen in June 2019.</p> <p>¹¹ Proviso – The Speaker for the Meet and Confer Committees will become a member of the Executive Committee to be seated in June 2019 <u>2020</u>.</p> <p>¹² Proviso – The Speaker will remain empty until the November 2018 <u>2020</u> Negotiations Convention.</p>	<p>1) The Speaker will be elected at the Negotiations Convention.¹²</p> <hr/> <p>⁹ Proviso – Once elected the Chair of the Political Council will become a member of the Executive Committee. This is anticipated to happen in June 2019.</p> <p>¹⁰ Proviso – Once elected the Chair of the Organizing Council will become a member of the Executive Committee. This is anticipated to happen in June 2019.</p> <p>¹¹ Proviso – The Speaker for the Meet and Confer Committees will become a member of the Executive Committee to be seated in June 2020.</p> <p>¹² Proviso – The Speaker will remain empty until the 2020 Negotiations Convention.</p>
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations; 2) not hold <u>or be a candidate in</u> more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. <u>An incumbent in a statewide, regional or local</u> 	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations; 2) not hold or be a candidate in more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. <u>An incumbent in a statewide, regional or local</u>

<p><u>office may be a candidate for the same or a different office. An incumbent officer who wins an election for a different office must resign from the current office before being seated for the new office. Delegate Assembly Delegates and Alternate Delegates and Committee positions, including chairs, are not offices. Council positions are <u>not</u> offices;</u></p> <p>3) Regional Directors may not be elected as negotiations representative;</p> <p>4) except as noted in Exceptions, below be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;</p> <p>5) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;</p> <p>6) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;</p> <p>7) not be under sanction as provided in the Bylaws, Article XII, <u>XIII</u>, Section 10, provisions (4), (5) and (6);</p> <p>8) not be under sanction as provided in MAPE's parliamentary authority; and</p> <p>9) not have voluntarily crossed a MAPE picket line in six years, or</p>	<p>office may be a candidate for the same or a different office. An incumbent officer who wins an election for a different office must resign from the current office before being seated for the new office. Delegate Assembly Delegates and Alternate Delegates and committee positions, including chairs, are not offices. Council positions are not offices;</p> <p>3) Regional Directors may not be elected as negotiations representative;</p> <p>4) except as noted in Exceptions, below be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;</p> <p>5) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;</p> <p>6) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee;</p> <p>7) not be under sanction as provided in the Bylaws, Article XIII, Section 10, provisions (4), (5) and (6);</p> <p>8) not be under sanction as provided in MAPE's parliamentary authority; and</p> <p>9) not have voluntarily crossed a MAPE picket line in six years, or</p>
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<p>three contract cycles – this can be appealed to the Board of Directors.</p>	<p>three contract cycles – this can be appealed to the Board of Directors.</p>
<p style="text-align: center;">ARTICLE VIII, ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility C. Exceptions.</p> <p>1) After a local election, members who served on the local election committee and are not trustees may be appointed as Delegate Assembly delegates or alternates.</p> <p>2) Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates and as local election committee members. They may also be appointed to other statewide committees and elected to local offices when the election is not administered by the Statewide Elections Committee.</p>	<p style="text-align: center;">ARTICLE VIII, ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility C. Exceptions.</p> <p>1) After a local election, members who served on the local election committee and are not trustees may be appointed as Delegate Assembly delegates or alternates.</p> <p>2) Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates and as local election committee members. They may also be appointed to other statewide committees.</p>
<p style="text-align: center;">ARTICLE VIII, ELECTIONS AND VACANCIES,</p> <p>Section 2. Elections. D., Board of Trustees. Elections shall be conducted as prescribed in the Bylaws, Article XIV <u>XV</u>.</p>	<p style="text-align: center;">ARTICLE VIII, ELECTIONS AND VACANCIES,</p> <p>Section 2. Elections. D., Board of Trustees. Elections shall be conducted as prescribed in the Bylaws, Article XV.</p>
<p style="text-align: center;">ARTICLE VIII, ELECTIONS AND VACANCIES,</p> <p>Section 3. Vacancies B. Vacancies in Local Offices. When the office of Local President becomes vacant, the Local Vice President automatically becomes President for the remainder of the term. Vacancies in other Local offices shall be filled by a <u>special election</u>. vote of the Local at the first regularly scheduled meeting following a thirty-day written notice of the election to Local members. The Local President may make a temporary appointment to any vacant local office if a request for a special election has been filed with the Elections Committee. When a delegate or alternate position becomes vacant,</p>	<p style="text-align: center;">ARTICLE VIII, ELECTIONS AND VACANCIES,</p> <p>Section 3. Vacancies B. Vacancies in Local Offices. When the office of Local President becomes vacant, the Local Vice President automatically becomes President for the remainder of the term. Vacancies in other Local offices shall be filled by a special election. The Local President may make a temporary appointment to any vacant local office if a request for a special election has been filed with the Elections Committee. When a delegate or alternate position becomes vacant, the Local President may appoint to fill the vacancy.</p>

<p>the Local President may appoint to fill the vacancy.</p>	
<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 1. Composition. The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals. Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President. Calculation of the number of delegates shall be done annually by the Vice President, using data effective February 1, April 1. <u>February 1.</u> The Vice President shall be responsible for completing this calculation and for notifying Locals in writing of the number of delegate positions. Each Local may also elect ranked alternate delegates equal in number to the number of delegates allowed to that Local. <u>The candidates for delegate with the most votes in the election are selected as delegates, up to the number of delegate spots available. The remaining candidates, up to the number of alternate spots available, are ranked alternates in order based on their vote totals.</u> Delegates and alternate delegates must be members of the Local they are elected to represent at the time of the Delegate Assembly or Special Delegate Assembly. In electing delegates, each Local shall endeavor to ensure that the overall delegation is balanced and representative of the entire Local. If a local president is unable to attend a Delegate Assembly, the vice president will take the president’s place as a delegate. If the local has no vice president or the vice president cannot attend, the highest ranked alternate will become a delegate. If the president leaves the Delegate Assembly and the vice president is</p>	<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 1. Composition. The Delegate Assembly shall consist of the members of the Board of Directors and the delegates elected by Locals. Each Local shall be allocated one Delegate for each 75 members (with no rounding up of fractions), with a minimum of one delegate, who shall be the Local President. Calculation of the number of delegates shall be done annually by the Vice President, using data effective February 1. The Vice President shall be responsible for completing this calculation and for notifying Locals in writing of the number of delegate positions. Each Local may also elect ranked alternate delegates equal in number to the number of delegates allowed to that Local. The candidates for delegate with the most votes in the election are selected as delegates, up to the number of delegate spots available. The remaining candidates, up to the number of alternate spots available, are ranked alternates in order based on their vote totals. Delegates and alternate delegates must be members of the Local they are elected to represent at the time of the Delegate Assembly or Special Delegate Assembly. In electing delegates, each Local shall endeavor to ensure that the overall delegation is balanced and representative of the entire Local. If a local president is unable to attend a Delegate Assembly, the vice president will take the president’s place as a delegate. If the local has no vice president or the vice president cannot attend, the highest ranked alternate will become a delegate. If the president leaves the Delegate Assembly and the vice president is</p>

present, the vice president will take the president's place. If the president leaves the Delegate Assembly and the vice president is not present, the highest ranked alternate will become a delegate. Special Delegate Assemblies shall consist of those delegates and/or alternates eligible for seating at the last-held Delegate Assembly (if they remain eligible under Articles VIII and X and have not resigned) and the Board of Directors.”	present, the vice president will take the president's place. If the president leaves the Delegate Assembly and the vice president is not present, the highest ranked alternate will become a delegate. Special Delegate Assemblies shall consist of those delegates and/or alternates eligible for seating at the last-held Delegate Assembly (if they remain eligible under Articles VIII and X and have not resigned) and the Board of Directors.”
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The Constitution and Rules Committee believes this resolution is ready for debate. Notes: 1) While most of this resolution corrects or clarifies actions from last year's delegate assembly, the amendment in the last line of Art. VIII, Sect. 1 A 2 (pg. 15) (Council positions are not offices) is a change in policy. 2) The ' Council positions are not offices' language conflicts with Elections Eligibility Statewide Offices resolution. If this resolution passes, the other resolution is moot. 3) Endnote numbering is not correct; the numbers will be correct in the final document.

MP(Slaikeu) to divide into articles. (consensus)

MP Article VI (116 Y/5 N)

MP(Byrne) to separate Article VIII section 1a.2 up to Council positions are not offices. (consensus)

12:00 p.m.

Lunch
Garden Court

1:00 p.m.

Membership Award
Presented by the former Membership Committee

Betty Rogers and Neil Farnsworth Awards
Presented by President Chet Jorgenson

1:15 p.m.

State of Public Sector Unions
East Ballroom
Legal Report, Brendan Cummins, Cummins & Cummins

1:30 p.m.

Special Guest
AFSCME Council 5 President, Patrick Guernsey

Delegate Assembly Business
Credentials Report: *Joe Sullivan, Trustees Committee*

As of 1:41 pm ____, 111 delegates 5 upgraded alternates 6 Statewide Officers 21 Regional Directors. 144 seated out of a possible 149.

- **MP** (consensus) to adopt the Credentials Report as presented.

Resolution #3 Bylaw Changes Related to Elections continued

MF Article VIII section 1.A.2 everything up to council positions not offices. (29 Y/98 N)

MF Article VIII section 1.A.2 council positions are not offices. (58 Y/72 N) Revote due to confusion: (60 Y/77 N)

MP Article VIII section 1.A.7 – Consensus to treat as technical change

MP Article VIII section 1.C.2 Eligibility (114 Y/13 N)

MP Article VIII Section 2: Consensus to treat as technical change

MP Article VIII Section 3 Vacancies (122 Y/8 N)

MP Article X (126 Y/3 N)

Resolution #4 Negotiations Committee Regional Replacement by Regional Director

Negotiations Committee Regional Replacement by Regional Director
Article VI, section 9a

- Whereas, the negotiations representative is voted at the regional, not local level, yet it is the local “Officers” that replace a regional position currently
- Whereas Regional directors do not appoint local positions, nor should local positions appoint regional positions in the event of a regional vacancy
- Whereas only the local where the vacancy took place has a say in a regional position. This holds the members at a potential disadvantage as the local officers only reach out to the local vs the region.

Resolved: Regional Director appoints negotiations committee representative for the impacted region, when there is a vacancy.

Passed by	Date
Ellena Schoop, Region 7, Joan Treichel, Region 6	7/5/219

Contact Name	Contact E-mail Address	Contact Phone
Ellena Schoop	Mape701ellena@gmail.com	651-201-1095

<p>What is being amended; ARTICLE VI STATEWIDE STANDING COMMITTEES</p>	<p>Resulting language ARTICLE VI STATEWIDE STANDING COMMITTEES</p>
<p>Section 9. Negotiations Committee. A. Statewide. Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy</p>	<p>Section 9. Negotiations Committee. A. Statewide. Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy</p>

<p>occur on the committee the Local Officers <u>Regional Director</u> of the Region shall select a replacement from the affected Region's membership.</p>	<p>occur on the committee the Regional Director of the Region shall select a replacement from the affected Region's membership.</p>
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The Constitution and Rules Committee believes this resolution is ready for debate. Note: The current language requires ALL officers from ALL locals in the region agree to the replacement.

MF: Resolution #4 Negotiations Committee Regional Replacement by Regional Director (24 Y/111 N)

Resolution #5 Non-Members

Non-Members

Whereas, MAPE no longer has Fee-Payers and Fee-Payers are no longer paying dues. *Resolved*, That MAPE Bylaws, Article III – Membership, Section 1, 3, and 5 C be amended, as shown below.

Passed by	Date
Constitution & Rules Committee	7/12/19

Contact Name	Contact E-mail Address	Contact Phone
Larry Souther	larry.souther@state.mn.us	651-201-4926

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws ARTICLE III MEMBERSHIP</p> <p>Section 1. Qualifications for Membership. Any person is eligible to join MAPE if they are an employee in a bargaining unit for which MAPE is the exclusive representative; makes an application for MAPE membership; and pays MAPE membership dues. Members on layoff, leave of absence without pay for a period exceeding twelve consecutive weeks, or contesting a dismissal may remain as members for up to a year by paying dues, but may not hold office or receive lost time pay during this time. Members on military leave, as defined in the Labor Agreement between MAPE and the State of Minnesota, Article 14, Section 3, Unpaid Leaves. C. Military Leave, continue to receive all the rights and benefits of membership without paying dues.</p> <p>In the event of a limited interruption or full or partial government shutdown, all affected members of the bargaining unit will retain their membership status (unless the member reverts to fee payer status <u>revokes their membership</u>).</p> <p>Members serving in elective or appointive positions will retain their positions unless removed through a normal process (such as, resigned, defeated in an election, or replaced by appointment of a successor). Members not being paid will not be required to pay dues.</p>	<p style="text-align: center;">Bylaws ARTICLE III MEMBERSHIP</p> <p>Section 1. Qualifications for Membership. Any person is eligible to join MAPE if they are an employee in a bargaining unit for which MAPE is the exclusive representative; makes an application for MAPE membership; and pays MAPE membership dues. Members on layoff, leave of absence without pay for a period exceeding twelve consecutive weeks, or contesting a dismissal may remain as members for up to a year by paying dues, but may not hold office or receive lost time pay during this time. Members on military leave, as defined in the Labor Agreement between MAPE and the State of Minnesota, Article 14, Section 3, Unpaid Leaves. C. Military Leave, continue to receive all the rights and benefits of membership without paying dues.</p> <p>In the event of a limited interruption or full or partial government shutdown, all affected members of the bargaining unit will retain their membership status (unless the member revokes their membership). Members serving in elective or appointive positions will retain their positions unless removed through a normal process (such as, resigned, defeated in an election, or replaced by appointment of a successor). Members not being paid will not be required to pay dues.</p>

<p>Section 3. <u>Fee Payers, Non-Members</u></p> <p>Fees for non-members are permitted by Minnesota Statute 179A.06, Sub. 3 "Fair share fee. An exclusive representative (MAPE) may require employees who are not members of the exclusive representative to contribute a fair share fee for services rendered by the exclusive representative." Employees represented by MAPE, who do not pay dues, who are assessed a fair share fee shall be referred to as <u>Non-Members</u> fee payers. Fee payers <u>Non-Members</u> are entitled to all the rights of <u>allowed</u> representation but do not enjoy the privileges of membership. Fee payers may attend local meetings and are eligible for benefits offered during the meeting. Fee payers may not vote, make motions, sign petitions, debate, or seek or hold any elective or appointive position.</p> <p><u>Non-members may attend local meetings and are eligible for benefits offered during the meeting. Non-members may shall not vote, make motions, sign petitions, debate, or seek or hold any elected or appointed position.</u></p>	<p>Section 3. Non-Members</p> <p>Employees represented by MAPE, who do not pay dues, shall be referred to as Non-Members. Non-Members are allowed representation, but do not enjoy the privileges of membership.</p> <p><u>Non-members shall not vote, make motions, debate, or seek or hold any elected or appointed position.</u></p>
<p>Section 5. Dues</p> <p>A. Members. Members shall pledge payment of dues by signing a dues authorization form and shall be liable for payment of dues until termination of employment, or written revocation of payroll dues deduction (subject to the provisions of the following paragraph), written revocation of the agreement for payment of dues (for dues paid by check, electronic</p>	<p>Section 5. Dues</p> <p>E. Members. Members shall pledge payment of dues by signing a dues authorization form and shall be liable for payment of dues until termination of employment, or written revocation of payroll dues deduction (subject to the provisions of the following paragraph), written revocation of the agreement for payment of dues (for dues paid by check, electronic</p>

<p>bank transfer or cash) or while on military leave.</p> <p>Payroll dues deduction shall continue through the duration period prescribed in the payroll dues deduction authorization form and may only be terminated at the time and in the manner prescribed in the payroll dues deduction authorization form.</p> <p>As an alternative to payroll dues deduction, members may elect to pay dues by check, electronic bank transfer or cash.</p> <p>B. Associate Members. Associate members will not be charged dues.</p> <p>C. Fee Payers. Eligible professional employees who decline to sign dues authorization form shall be assessed a fair share fee for services rendered by MAPE in an amount to be established by the Board of Directors or Delegate Assembly and as prescribed by Minnesota Statute 179A.06.</p> <p>D. Local Dues. An individual Local may make an additional assessment upon its members, upon the prior approval of the Board of Directors and a subsequent majority vote of the Local's members voting. Each Local that makes an assessment of individual members within its Local shall be responsible for all costs and administration of that assessment.</p>	<p>bank transfer or cash) or while on military leave.</p> <p>Payroll dues deduction shall continue through the duration period prescribed in the payroll dues deduction authorization form and may only be terminated at the time and in the manner prescribed in the payroll dues deduction authorization form.</p> <p>As an alternative to payroll dues deduction, members may elect to pay dues by check, electronic bank transfer or cash.</p> <p>F. Associate Members. Associate members will not be charged dues.</p> <p>G. Local Dues. An individual Local may make an additional assessment upon its members, upon the prior approval of the Board of Directors and a subsequent majority vote of the Local's members voting. Each Local that makes an assessment of individual members within its Local shall be responsible for all costs and administration of that assessment.</p>
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The Constitution and Rules Committee thinks this resolution is ready for debate.
Note: If the Fee Payers Resolution passes, this resolution is moot.

M(Nagle)S to add the following to Section 3:
Non-members may attend local meetings and are eligible for benefits offered during the meeting. Non-members may not vote, make motions, sign petitions, debate, or seek or hold any elected or appointed position.

M(Morris)SP to remove the first sentence of the amendment. (86 Y/37 N)

M(Snavely)SP to change may to shall and strike the words sign petitions. (98 Y/27 N)

MP: Resolution #5 Non-Members as amended (110 Y/12 N)

Resolution #6 Fee Payers

Fee Payers

Resolved, That Article III – Membership Section 3 of MAPE Bylaws be amended, as shown below, to change the definition of fair share and fee-payers. Change the name to Non-Paying Members.

Passed by	Date
Todd Maki	7/9/19

Contact Name	Contact E-mail Address	Contact Phone
Maurice Wilson	Maurice.wilson@state.mn.us	6515828367

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p>Section 3. Fee Payers.<u>(Non-Paying Members)</u></p> <p>Fees for non-members are permitted by Minnesota Statute 179A.06, Sub. 3 "Fair share fee. An exclusive representative (MAPE) may require employees who are not members of the exclusive representative to contribute a fair share fee for services rendered by the exclusive representative."Employees represented by MAPE who are assessed a fair share fee shall be referred to as <u>(Non-Paying Members)</u> fee payers. Fee payers (Non-paying members) are entitled to all the rights of representation but do not enjoy the privileges of membership. Fee payers (Non-Paying members) may attend local meetings and are eligible for benefits offered during the meeting. Fee payers (Non-paying members) may not vote, make motions, sign petitions,</p>	<p>Section 3. Non-Paying Members</p> <p>Employees represented by MAPE shall be referred to as Non-Paying Members. Non-Paying Members are entitled to all the rights of representation, but do not enjoy the privileges of membership. Non-Paying Members may attend local meetings and are eligible for benefits offered during the meeting. Non-Paying Members may not vote, make motions, sign petitions, debate, or seek or hold any elective or appointive position.</p>

debate, or seek or hold any elective or appointive position.	
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The Constitution and Rules Committee does not think this resolution is ready for debate. The resolution states all employees are non-paying members. There are other internal issues with the resolution.

Note: If the Non-Members Resolution passes, this resolution is moot.

Resolution deemed moot.

2:15 p.m. **Break**
East Ballroom foyer

2:30 p.m. **Addition to Agenda – Special Guest**
United Auto Workers (UAW) Local 722 member
Steve Frisque

***M(Cotter)SP** to consider a donation of \$10,000 to the Local UAW in Hudson, WI, from the coalition activities budget. (131 Y/2 N)*

***M(Snaza)S** to amend to \$50,000. **M(Kotta)SP** to specify 40K from undesignated reserves. (76 Y/57 N)*

***MP:** to donate \$50,000 to the Local UAW in Hudson, WI with \$10,000 coming from coalition activities budget and \$40,000 coming from the undesignated reserves. (91 Y/31 N)*

3:45 p.m. **Special Guest**
Education Minnesota President, Denise Specht

4:00 p.m. **Delegate Assembly Business**
(Resolutions continued)
Credentials Report: *Joe Sullivan, Trustees Committee –*
report not given

Resolution #7 Remove Redundant Eligibility Requirements

Remove Redundant Eligibility Requirements
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- Whereas MAPE established the Political Council and Organizing Council at last year's Delegate Assembly; and
- In order to make the resolutions understandable, given the complexity and volume of changes, eligibility requirements, for the councils, were built into several resolutions; and
- The resolutions were passed, and the councils established.
- Therefore, the redundant eligibility requirements should be removed.

Resolved, That Bylaws Article VI – Statewide Standing Committees, Section 11 Organizing Council and Section 12 Political Council be amended, as shown below.

Passed by	Date
Constitution and Rules Committee	7/12/19

Contact Name	Contact E-mail Address	Contact Phone
Larry Souther	LSouther@MAPE.org	651-201-4926

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

What is being amended?	Resulting Language
<p style="text-align: center;">Bylaws Article VI - Statewide Standing Committees Section 11 Organizing Council</p> <p>A. An Organizing Council, consisting of five elected members and two appointed members. The Statewide President is an ex-officio non-voting member of the council.</p> <p>B. The council shall promote full and equal participation of all people represented by MAPE in the Union and workplace. This includes:</p> <ol style="list-style-type: none"> 1) Organize diverse professionals to build power, membership recruitment and retention, relationship building and conducting actions led by local leaders who are accountable to members. 2) Providing training, mentoring, and practical experiences for people to develop their leadership skills. 3) Strategies should include deliberate attention to diversity, inclusion and protected classes. 4) Oversee MAPE scholarships. 5) Collaborate with external organizations. <p>C. Charter. The council will operate under a charter approved by the Board of Directors. The charter</p>	<p style="text-align: center;">Bylaws Article VI - Statewide Standing Committees Section 11 Organizing Council</p> <p>A. An Organizing Council, consisting of five elected members and two appointed members. The Statewide President is an ex-officio non-voting member of the council.</p> <p>B. The council shall promote full and equal participation of all people represented by MAPE in the Union and workplace. This includes:</p> <ol style="list-style-type: none"> 1) Organize diverse professionals to build power, membership recruitment and retention, relationship building and conducting actions led by local leaders who are accountable to members. 2) Providing training, mentoring, and practical experiences for people to develop their leadership skills. 3) Strategies should include deliberate attention to diversity, inclusion and protected classes. 4) Oversee MAPE scholarships. 5) Collaborate with external organizations. <p>C. Charter. The council will operate under a charter approved by the Board of Directors. The charter</p>

<p>will be created in alignment with the Board of Directors' strategic plan.</p> <p>D. Eligibility. A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward or Delegate.</p> <p>E. Term of Office. All terms shall be for a two-year period, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.</p> <p>F. Elections. Elections for three of the council seats shall be held in odd-number years. Elections for two of the council seats shall be held in even-numbered years. Elections will be held as part of the annual statewide elections.</p> <p>G. Appointments. The two appointed council members shall be appointed by the Statewide President subject to Board approval.</p> <p>H. Chair. The council will elect one of its members to serve as Chair. The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair. Appointed positions are not eligible to be elected Chair.</p> <p>I. Vice Chair. The council will elect one of its members to serve as Vice Chair. The term of office is for two years and until their successor is elected. The election of the Vice Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.</p>	<p>will be created in alignment with the Board of Directors' strategic plan.</p> <p>D. Term of Office. All terms shall be for a two-year period, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.</p> <p>E. Elections. Elections for three of the council seats shall be held in odd-number years. Elections for two of the council seats shall be held in even-numbered years. Elections will be held as part of the annual statewide elections.</p> <p>F. Appointments. The two appointed council members shall be appointed by the Statewide President subject to Board approval.</p> <p>G. Chair. The council will elect one of its members to serve as Chair. The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair. Appointed positions are not eligible to be elected Chair.</p> <p>H. Vice Chair. The council will elect one of its members to serve as Vice Chair. The term of office is for two years and until their successor is elected. The election of the Vice Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.</p>
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<p>J. Vacancies. If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of the council member's term will result in a special statewide election.</p>	<p>I. Vacancies. If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of the council member's term will result in a special statewide election.</p>
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Section 12. Political Council.

- A. An Organizing Council, consisting of five elected members and two appointed members. The Statewide President is an ex-officio non-voting member of the council.
- B. The council shall promote full and equal participation of all people represented by MAPE in the Union and workplace. This includes:
 - 1) Organize diverse professionals to build power, membership recruitment and retention, relationship building and conducting actions led by local leaders who are accountable to members.
 - 2) Providing training, mentoring, and practical experiences for people to develop their leadership skills.
 - 3) Strategies should include deliberate attention to diversity, inclusion and protected classes.
 - 4) Oversee MAPE scholarships.
 - 5) Collaborate with external organizations.
- C. **Charter.** The council will operate under a charter approved by the Board of Directors. The charter will be created in alignment with the Board of Directors' strategic plan.
- D. ~~**Eligibility.** A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward or Delegate.~~
- E. **Term of Office.** All terms shall be for a two-year period, except when a vacancy occurs (see Vacancies below). The terms shall remain staggered.

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<p>F. Elections. Elections for three of the council seats shall be held in odd-number years. Elections for two of the council seats shall be held in even-numbered years. Elections will be held as part of the annual statewide elections.</p> <p>G. Appointments. The two appointed council members shall be appointed by the Statewide President subject to Board approval.</p> <p>H. Chair. The council will elect one of its members to serve as Chair. The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair. Appointed positions are not eligible to be elected Chair.</p> <p>I. Vice Chair. The council will elect one of its members to serve as Vice Chair. The term of office is for two years and until their successor is elected. The election of the Vice Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.</p> <p>J. Vacancies. If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of the council member's term will result in a special statewide election.</p>	<p>E. Elections. Elections for three of the council seats shall be held in odd-number years. Elections for two of the council seats shall be held in even-numbered years. Elections will be held as part of the annual statewide elections.</p> <p>F. Appointments. The two appointed council members shall be appointed by the Statewide President subject to Board approval.</p> <p>G. Chair. The council will elect one of its members to serve as Chair. The term of office is for two years and until their successor is elected. The election of the Chair will be in even-number years, at a council meeting. Vacancies in the Chair will be filled by the Vice Chair. Appointed positions are not eligible to be elected Chair.</p> <p>H. Vice Chair. The council will elect one of its members to serve as Vice Chair. The term of office is for two years and until their successor is elected. The election of the Vice Chair will be in even-number years, at a council meeting. Vacancies in the Vice Chair will be filled by a special election of the council, at a council meeting.</p> <p>I. Vacancies. If a vacancy occurs in the second half of the council member's two-year term, the President will make an appointment subject to Board of Director's confirmation. A vacancy occurring in the first year of the council member's term will result in a special statewide election.</p>
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The Constitution and Rules Committee thinks this resolution is ready for debate. Note: If the Elections Eligibility Statewide Offices passes, this resolution is moot.

MP: Resolution #7 Remove Redundant Eligibility Requirements
(115 Y/8 N)

Resolution #8 Elections Eligibility Statewide Officers

<p>Elections Eligibility Statewide Offices</p> <p>Article VIII</p>

- Whereas there have been inconsistencies in applying this Bylaw due to lack of clarity
- Whereas one candidate is eligible to hold one elected or appointed statewide, regional or local position at one time, with the exception of Chief Steward
- Whereas this provides more member engagement opportunities
- Conflicts with Article VI, Statewide Standing Committees, section 11 and 12, **D. Eligibility**. A council member may not self-nominate or accept nomination or appointment to any other position at any level in MAPE except serving as a Steward or Delegate.
- Article VI is inconsistent in the use of position, committee and office.
- not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices. Council positions are offices; A brief background of the subject or situation.

Resolved: Remove the following sentences from Article VIII, Section 1, a, 2; Committee positions, including chairs, are not offices. Council positions are offices;

Passed by	Date
Ellena Schoop, Region 7, Joan Treichel, Region 6	7/5/219

Contact Name	Contact E-mail Address	Contact Phone
Ellena Schoop	Mape701ellena@gmail.com	651-201-1095

What is being amended; Bylaws - Article VIII	Resulting language Bylaws - Article VIII
<p>Section 1. Eligibility. A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1. except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations; 2. not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim 	<p>Section 1. Eligibility. A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1. except as noted in Exceptions, below be members, as defined in Bylaws Article III, for at least 30 days prior to the closing of nominations; 2. not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as

<p>Local Governance Policy. Committee positions, including chairs, are not offices. Council positions are offices;</p> <ol style="list-style-type: none"> 3. <u>State-wide offices and</u> Regional Directors may not be elected as negotiations representative; 4. except as noted in Exceptions, below, be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days; 5. not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof; 6. except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee; 7. not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6); 8. not be under sanction as provided in MAPE’s parliamentary authority; and 9. not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors. 	<p>provided for in the MAPE Interim Local Governance Policy.</p> <ol style="list-style-type: none"> 3. State-wide offices and Regional Directors may not be elected as negotiations representative; 4. except as noted in Exceptions, below, be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days; 5. not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof; 6. except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee; 7. not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6); 8. not be under sanction as provided in MAPE’s parliamentary authority; and 9. not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.
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The Constitution and Rules Committee believes this resolution is ready for debate.

Resolution #8 Elections Eligibility Statewide Officers was determined to be out of order by the parliamentarian because the proposed change was not sufficiently explained and prefaced; therefore, the resolution was unable to be voted on.

Resolution #9 President’s Salary

Lost Time Pay for Statewide President

Whereas, it is in MAPE’s interest reduce barriers in the way of skilled leaders running for the position of MAPE President, and;

Whereas, MAPE Presidents use lost time to carry out the functions of their job, and;
 Whereas, in theory the salaries MAPE members receive on the job are related to the difficulty and complexity of the job, and;

Whereas, the difficulty and complexity of the role of MAPE President is not to be underestimated, therefore;

Be It Resolved that the MAPE “Elected Statewide Reimbursement” policy be amended, as shown below, so that the statewide MAPE President shall be compensated at either their regular rate of pay or the median hourly wage of all MAPE-represented employees, whichever is higher.

Passed by	Date
Monica Weber, Stephanie Meyer	6/12/2019

Contact Name	Contact E-mail Address	Contact Phone
Monica Weber	Monica.weber@state.mn.us	651-259-5370 work 612-720-9222 personal

Language Changes	Final Language
<p>Elected Statewide Reimbursement Policy PRESIDENT</p> <ol style="list-style-type: none"> MAPE President shall be paid per the MAPE Reimbursement Policy for lost time, budgeted at 50 percent of the yearly 19L salary. <u>If the President’s regular hourly wage is lower than the median hourly wage of all MAPE-represented employees, then the President shall be reimbursed for lost time at the median wage.</u> ¶ If the President takes leave without pay, the MSRS election under the lost time provision is applicable. <u>Such contributions shall be made based on the President’s regular hourly wage.</u> The MAPE President shall be eligible for insurance coverage in accordance with the MAPE/state contract. A MAPE President who uses a personal vehicle for MAPE business shall receive the monthly vehicle allowance in accordance with the MAPE Executive Director contract (starting in January of 2014). 	<p>Elected Statewide Reimbursement Policy PRESIDENT</p> <ol style="list-style-type: none"> MAPE President shall be paid per the MAPE Reimbursement Policy for lost time, budgeted at 50 percent of the yearly 19L salary. If the President’s regular hourly wage is lower than the median hourly wage of all MAPE-represented employees, then the President shall be reimbursed for lost time at the median wage. If the President takes leave without pay, the MSRS election under the lost time provision is applicable. Such contributions shall be made based on the President’s regular hourly wage. The MAPE President shall be eligible for insurance coverage in accordance with the MAPE/state contract. A MAPE President who uses a personal vehicle for MAPE business shall receive the monthly vehicle allowance in accordance with the MAPE Executive Director contract (starting in January of 2014).

<p>4. When a President is elected whose current workstation is within 50 mile radius of the MAPE office, MAPE will pay for overnight lodging when necessary. If the President can't get home, be home for eight hours and get back to the MAPE office or to work by the start of the normal work day, the President is eligible for overnight lodging. Other areas of reimbursement are to be consistent with the MAPE contract.</p>	<p>5. When a President is elected whose current workstation is within 50 mile radius of the MAPE office, MAPE will pay for overnight lodging when necessary. If the President can't get home, be home for eight hours and get back to the MAPE office or to work by the start of the normal work day, the President is eligible for overnight lodging. Other areas of reimbursement are to be consistent with the MAPE contract.</p>
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The Constitution and Rules Committee believes this resolution is ready for debate.

MP: Resolution #9 Lost Time Pay for Statewide President (110 Y/19 N)

Resolution #10 Temporary Relief from Dues for Members in Hardship

<p>Temporary Relief from Dues for Members in Hardship</p>
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Whereas, MAPE promotes solidarity among our membership; and
 Whereas, our members experience financial hardships for any number of reasons; and
 Whereas, we can provide temporary relief from monthly membership dues without revoking membership through a relief fund managed by the Board of Directors (BOD);
 and

Resolved, the Board of Directors (BOD) shall establish a Dues Relief Fund to assist members financially with their dues. Such fund shall have the following characteristics:

- Establish the Dues Relief Fund within 6 months of passage of this resolution;
- Provide relief for no more than six (6) months per year for any one member;
- A simple majority vote by a quorum of the BOD in favor would approve the relief sought;
- An annual budget of at least \$10,000;
- Any increases to the annual budgeted amount for the Dues Relief Fund shall be implemented by either a simple majority vote by the BOD or a simple majority vote at Delegate Assembly; and
- Reducing or eliminating the Dues Relief Fund shall require a simple majority vote at the annual Delegate Assembly.

Passed by	Date
Angela Byrne, Local 601	7/5/19
Sarah Evans, Local 601	7/5/19

Contact Name	Contact E-mail Address	Contact Phone
Angela Byrne	angela.byrne@state.mn.us after August 21	651-539-1820
	hello@angelabyrne.net before August 21	

M(Adams)SF the BOD shall create a set of transparent and objective criteria to disburse the funds from this Dues Hardship Fund, and the BOD shall publish the criteria on MAPE's website upon adoption. (54 Y/75 N)

MF: Resolution #10 Temporary Relief from Dues for Members in Hardship
(49 Y/84 N)

M(Melcher)SF to suspend the rules and reopen voting for **Resolution #2: Miscellaneous Changes and Corrections to Election Rules** due to confusion from a number of delegates that the resolution had been brought forward for debate (Parliamentarian ruled that resolutions cannot be reopened to voting if they pass, however, that it would be acceptable if the delegates voted 2/3 to reopen). (68 Y/54 N – 2/3 threshold not met)

4:40 p.m.

Strategic Planning – moved from 2:30 p.m.

Lina Jamoul, Executive Director

4:45 p.m.

Door Prizes

Green mill gift certificate – Michael Prideaux, Ben Nagle, Amber Jugworth, Jerry Schmidt

Drink certificates to Grumpy's – Jim Leith

Drink Spring street tavern – Ken Rogers

\$25 to tavern grill – Jason Broder

1 night stay with breakfast for 2at doubletree – Jessica Waldron

\$50 for rival house – Dylan Adams

\$25 to pizza luce – John Bosiger

1 overnight Delta MN NE – Todd Maki

\$25 tavern on grand – Nathan Hierlmaier

\$10 Mancini's – Kay Pedretti, Mary Babcock, Jon Krusmark

Large Pie from Davanis – Dale Dryer, Large 3-topping Pie – Dave Skoveholt

\$50 cash – Kirstin Mroz Rise, Douglas Thies, Steven Spelz, Larry Moe, Robin Hoffman,

Chet Jorgenson, Adam Novotny, Corey Hanson, Matthew Potcnik, Brett Nagle

Bottle of Wine – Lynn Butcher, Randall Schimpach, AJ Van Den Berghe, Larry Souther,

Andi Morris, Cheryl Barber

Hair Care Products – Boler

Mape Swag – Daniel Kelly, Sylvia Kidder, Paul Busch, Jacqueline Blagsveldt, Ellena

Schoop, Sarah Evans, Robert Tarrant, Ben Christianson, Sandy Kauer, James Specter

Bishop

ADJOURNMENT 5:00 p.m.