



Delegate Assembly 2021 Minutes

18 September 2021

Virtual

Delegate Assembly Called to order at 0800

Megan Dayton, Statewide President

Executive Committee, DA Planning Committee, Credentials Committee,
Staff and Parliamentarian Introductions

Angie Halseth, Statewide Vice President

Webinar Instructions

Angie Halseth, Statewide Vice President

Voting Overview and Test Vote

Davia Curran, Member Database & IT Specialist

Review of Standing Rules

Megan Dayton, Statewide President

Credentials Committee Report:

Joe Sullivan, Trustee Committee Chair

As of 0817, the number of authorized positions is 151; Credentials Committee (CC) confirmed 6 Statewide Officers, 16 Regional Directors, and 95 Delegates totaling 117 members of the body. This represented 77%, and established a quorum. CC moves the credentials report to the assembly for approval.

Objection to consensus vote.

Vote: 113 Yes; 1 No

Credentials Committee Report Approved

Adoption of Rules

Megan Dayton, Statewide President

Objection to consensus vote.

Vote: 114 Yes; 1 No

Rules adopted

Adoption of Agenda

Megan Dayton, Statewide President

Objection to consensus vote.

Vote: 112 Yes; 2 No

Agenda adopted

Financial Workgroup 2022 Budget Presentation and Budget Consideration by Delegates

Todd Maki, Statewide Treasurer

Vote to adopt the budget: 113 Yes; 4 No

Budget adopted

M(Secretary) **S**(Vice President) to amend the agenda to add a report from the Political Council on MAPE's legislative priorities, to be placed after the membership awards, directly before lunch.

Vote: 96 Yes; 23 No

Agenda amended

State of the Union Report

Mike Asmus, Interim Co-Executive Director; Megan Dayton, Statewide President; and Leah Solo, Interim Co-Executive Director

Credentials Report

Joe Sullivan, Trustee Committee Chair

As of 0931, CC confirms 6 Statewide Officers; 19 Regional Director, 106 Delegates for a total of 131 out of a possible 151, or 87% present. CC moves the credentials report to the assembly for approval.

Objection to consensus

Vote: 119 Yes; 3 No

Credentials report approved

Delegate Assembly Business – Resolutions

Resolution 1

Ruled out of order by the chair because additional bylaw change is required to allow for a process to file a report to an alternate chair.

Resolution 2

Resolution 2 was submitted both to the MAPE Board of Directors and to Delegate Assembly; MAPE Board of Directors heard the Resolution during the August 2021 meeting and failed to pass it, however, Resolution 2 was submitted to DA following submission guidelines. The assembly was asked to vote whether to consider Resolution 2.

Vote: 91 Yes; 33 No

Vote to consider Resolution 2 passes

- Whereas many duties of the Organizing and Political Councils used to be handled by the Board of Directors
- Whereas restricting who can be on Board Workgroups promotes siloing.
- Whereas restricting who can be on Board Workgroups can limit member engagement.
- Whereas MAPE create jurisdictional vagaries by using multiple terms for groups including the following:
 - Workgroup
 - Subgroup
 - Task group
 - Task force
 - Advisory group
 - Council
 - Committee
 - Sub-committee
- Whereas there is no master list of all Board of Director's workgroups or other similar organizational structures within MAPE.
- Resolved, the language in the bylaws restricting workgroup membership to members of the Board of Directors be stricken

- Resolved, when the Board of Directors establishes a workgroup which includes representatives from other MAPE groups, councils, committees, etc, said groups, councils, or committees shall be empowered to choose their own representative for the Board Workgroup.
- Resolved, The Board of Directors shall create and maintain a comprehensive list of all current board workgroups, sub-groups, task forces, and advisory groups it has created.
- Resolved, this list shall be made available on the MAPE website.
- Resolved, this list shall include the following information about each group:
 - Scope
 - Composition/structure
 - Current members
 - Term Length/Term Limits

Passed by		Date
Political Council		14 May 2021
Local Presidents Committee		15 June 2021
Contact Name	Contact E-mail Address	Contact Phone
John Ferrara	Jdferrara60@gmail.com	507-251-6228

BOARD OF DIRECTORS Article V	Resulting Language
<p>4. <u>Workgroups. The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors. Only board members will be appointed to these workgroups.</u></p> <p><u>WHEN THE BOARD OF DIRECTORS ESTABLISHES A WORKGROUP WHICH INCLUDES REPRESENTATIVES FROM OTHER MAPE GROUPS, COUNCILS, COMMITTEES, ETC, SAID GROUPS, COUNCILS, OR COMMITTEES SHALL BE EMPOWERED TO CHOOSE THEIR OWN REPRESENTATIVE FOR THE BOARD WORKGROUP</u></p> <p><u>THE BOARD OF DIRECTORS SHALL CREATE AND MAINTAIN A COMPREHENSIVE LIST OF ALL CURRENT BOARD WORKGROUPS, SUB-GROUPS, TASK FORCES, AND ADVISORY GROUPS IT HAS CREATED.</u></p> <p><u>THIS LIST SHALL BE MADE AVAILABLE FOR MEMBERS, ON THE MAPE WEBSITE.</u></p> <p><u>THIS LIST SHALL INCLUDE THE FOLLOWING INFORMATION ABOUT EACH GROUP:</u></p> <ul style="list-style-type: none"> ○ <u>SCOPE</u> ○ <u>COMPOSITION/STRUCTURE</u> ○ <u>CURRENT MEMBERS</u> ○ <u>TERM LENGTH/TERM LIMITS</u> 	<p>4. <u>Workgroups.</u> The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors.</p> <p>When the board of directors establishes a workgroup which includes representatives from other MAPE groups, councils, committees, etc, said groups, councils, or committees shall be empowered to choose their own representative for the board workgroup</p> <p>The board of directors shall create and maintain a comprehensive list of all current board workgroups, sub-groups, task forces, and advisory groups it has created.</p> <p>This list shall be made available for members, on the MAPE website.</p> <p>This list shall include the following information about each group:</p> <ul style="list-style-type: none"> ○ Scope ○ Composition/structure ○ Current members ○ Term Length/Term Limits

M(Smith 2101 by submitting an amendment via email)S Butcher to amend the resolution language:

Ferrara’s Resulting Language	Smith Amendment to Ferrara’s Resulting Language	Smith Resulting Language
<p>5. Workgroups. The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors.</p> <p>When the board of directors establishes a workgroup which includes representatives from other MAPE groups, councils, committees, etc, said groups, councils, or committees shall be empowered to choose their own representative for the board workgroup</p> <p>The board of directors shall create and maintain a comprehensive list of all current board workgroups, sub-groups, task forces, and advisory groups it has created.</p> <p>This list shall be made available for members, on the MAPE website.</p> <p>This list shall include the following information about each group:</p> <ul style="list-style-type: none"> ○ Scope ○ Composition/structure ○ Current members ○ Term Length/Term Limits 	<p>4. Workgroups. The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors.</p> <p><u>Board members will be voting members. Work groups may add non-board members in advisory roles.</u></p> <p>When the board of directors establishes a workgroup which includes representatives from other MAPE groups, councils, committees, etc, said groups, councils, or committees shall be empowered to choose their own representative for the board workgroup</p> <p>The board of directors shall create and maintain a comprehensive list of all current board workgroups, sub-groups, task forces, and advisory groups it has created.</p> <p>This list shall be made available for members, on the MAPE website.</p>	<p>4. Workgroups. The Board of Directors shall establish workgroups to perform specific tasks assigned by the Board of Directors.</p> <p>Board members will be voting members. Work groups may add non-board members in advisory roles.</p>

	<p>This list shall include the following information about each group:</p> <ul style="list-style-type: none"> ○ Scope ○ Composition/structure ○ Current members ○ Term Length/Term Limits 	
--	--	--

M(Ferrara 2001)S(Secretary)P to amend the amendment by reinstating the language regarding creating and maintaining a list:

The Board of Directors shall create and maintain a comprehensive list of all current board workgroups, sub-groups, task forces, and advisory groups it has created.

This list shall be made available for members on the MAPE website.

This list shall include the following information about each group:

- o Scope
- o Composition/structure
- o Current members
- o Term Length/Term Limits

Vote: 117 Yes; 7 No

Amendment to the amendment passes

M(Juan 2101) to amend the amendment to include members of statewide standing committees as voting members of board workgroups.

Ruled out of order due to being out of scope of notice

Vote to the amendment: 99 Yes; 21 No

Resolution is amended

Vote on amended Resolution: 112 Yes; 11 No

Resolution 2 passes

Resolution 3

- Whereas MAPE Meet and Confer Committees are the only agency-based organizing bodies in the union.
- Whereas MAPE Meet and Confer Committees represent agencies of varying size - from dozens to thousands of members.
- Whereas the MAPE contract allows Meet and Confer Committees to be comprised of a “mutually agreed upon” number of participants but does not specify a mutually agreed upon number.
- Whereas the MAPE contract empowers MAPE Meet and Confer Committees to make decisions about committee structure which most suits each agency.
- Whereas MAPE Meet and Confer Committees represent diverse members across the state of Minnesota.
- Whereas restricting the number of committee members can limit diversity and equal representation of protected class status, demographics, geography, and job duties.
- Whereas the committee composition language needs updates to reflect past changes.
- Whereas electing the speaker at the Negotiations Convention does not ensure a specific timeline or election date.
- Whereas electing the speaker at the negotiations convention does not allow enough time to organize Meet and Confer priorities prior to negotiating the contract.
- Resolved, the language in the bylaws limiting Meet and Confer Committee membership limits to be stricken.
- Resolved, adopting new language allowing for more proportional representation on Meet and Confer committees.
- Resolved to update committee composition to include Vice Chair and Secretary.
- Resolved, the Speaker shall be elected in odd-numbered years within one (1) month of contract ratification.
- Resolved, the Speaker shall be limited to three (3) two-year terms.

Passed by	Date
Andi Morris – MnIT M&C Chair	

Kristine Moody – Revenue M&C Chair	
Jennifer Palm – MDH M&C Chair	

Contact Name	Contact E-mail Address	Contact Phone
Kirsten Peterson	kpeterson@mape.org	218.341.9304

Meet and Confer Committees	Resulting Language
<p>Article VI, Section 8</p> <p>Section 8. Meet and Confer Committees.</p> <p>A. There shall be a Meet and Confer Committee for a given Appointing Authority. See Appendix D of the MAPE contract for a list of agencies.</p> <p>B. Each committee shall consist of:</p> <ol style="list-style-type: none"> 1. A committee chair; 2. Up to 12 6 members; 3. Up to 2 alternate members. <p>C. Each committee's chair will be elected in an agency wide election.</p> <ol style="list-style-type: none"> 1. Elections will be part of the annual statewide elections in even years. 2. Members can vote for the chair of their respective agency. 3. The term of office is two years and until their successor is elected. 4. Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair. <p>D. Each committee will elect one of its members as Vice Chair. The Vice Chair will perform the</p>	<p>Section 8. Meet and Confer Committees.</p> <p>A. There shall be a Meet and Confer Committee for a given Appointing Authority. See Appendix D of the MAPE contract for a list of agencies.</p> <p>B. Each committee shall consist of:</p> <ol style="list-style-type: none"> 1. A committee chair; 2. Up to 12 members; 3. Up to 2 alternate members. <p>C. Each committee's chair will be elected in an agency wide election.</p> <ol style="list-style-type: none"> 1. Elections will be part of the annual statewide elections in even years. 2. Members can vote for the chair of their respective agency. 3. The term of office is two years and until their successor is elected. 4. Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair. <p>D. Each committee will elect one of its members as Vice Chair. The Vice Chair will perform the</p>

<p>duties of the Chair in the Chair's absence or vacancy of the Chair position.</p> <p><u>E. Each committee shall elect one of its members as Secretary. The secretary shall keep a record of the proceedings of Meet and Confer Committee meetings with the respective Appointing Authority.</u></p> <p>F. Speaker. The chairs of the statewide meet and confer committees will elect one of the meet and confer chairs as their Speaker. The Speaker will represent the meet and confer committees on the Negotiations Committee and the Executive Committee.</p> <ol style="list-style-type: none"> 1. The Speaker will be elected at the Negotiations Convention.<u>The Chairs shall elect a new Speaker within one (1) month of contract ratification.</u> 2. <u>The Speaker shall be limited to three (3) two-year terms</u> 	<p>duties of the Chair in the Chair's absence or vacancy of the Chair position.</p> <p>E. Each committee shall elect one of its members as Secretary. The secretary shall keep a record of the proceedings of Meet and Confer Committee meetings with the respective Appointing Authority.</p> <p>F. Speaker. The chairs of the statewide Meet and Confer committees will elect one of the Meet and Confer Chairs as their Speaker. The Speaker will represent the Meet and Confer committees on the Negotiations Committee and the Executive Committee.</p> <ol style="list-style-type: none"> 1. The Chairs shall elect a new Speaker within one (1) month of contract ratification. 2. The Speaker shall be limited to three (3) two-year terms.
--	--

Vote on Resolution 3: 110 Yes; 13 No

Resolution 3 passes

Resolution 4

Whereas the Meet and Confer Chairs meet as an ad hoc entity that is not governed by the MAPE bylaws;

Whereas the status of the Speaker of the Meet and Confer Chairs as an elected office is left to interpretation in the bylaws;

Whereas the purpose and scope of the Speaker is not clearly defined;

Whereas no member is able to hold multiple positions and the Speaker is currently expected to serve in no fewer than four distinct roles;

Therefore, be it resolved that the Meet & Confer Chairs be formalized as a Statewide Standing Committee and the Speaker role be clarified by amending the bylaws as shown below.

Passed by	Date
Lynn Butcher, 1901	6/29/21
Tess Flom, 1203	6/29/21

Contact Name	Contact E-mail Address	Contact Phone
Lynn Butcher	lbutcher@mape.org	
Tess Flom	tflom@mape.org	

What is being amended?	Resulting Language
<p>Article VI – Statewide Standing Committees</p> <p>Section 1. Committees.</p> <p>A. MAPE shall have Statewide Standing Committees as defined below.⁸</p> <ol style="list-style-type: none"> 1. Constitution and Rules Committee 2. Elections Committee 3. Employee Rights Committee 4. Executive Committee 5. Job Action Committee 6. Local Presidents Committee 7. Meet and Confer Committee 8. <u>Meet and Confer Chairs Committee</u> 9. Negotiations Committee 10. Nominations Committee 11. Organizing Council 12. Political Council <p>Section 8. Meet and Confer Committees.</p>	<p>Article VI – Statewide Standing Committees</p> <p>Section 1. Committees.</p> <p>A. MAPE shall have Statewide Standing Committees as defined below.⁸</p> <ol style="list-style-type: none"> 1. Constitution and Rules Committee 2. Elections Committee 3. Employee Rights Committee 4. Executive Committee 5. Job Action Committee 6. Local Presidents Committee 7. Meet and Confer Committee 8. Meet and Confer Chairs Committee 9. Negotiations Committee 10. Nominations Committee 11. Organizing Council 12. Political Council <p>Section 8. Meet and Confer Committees.</p>

A. There shall be a Meet and Confer Committee for a given Appointing Authority. See Appendix D of the MAPE contract for a list of agencies.

B. Each committee shall consist of:

1. A committee chair;
2. Up to 6 members;
3. Up to 2 alternate members.

C. Each committee's chair will be elected in an agency wide election.

1. Elections will be part of the annual statewide elections in even years.
2. Members can vote for the chair of their respective agency.
3. The term of office is two years and until their successor is elected.
4. Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair.

D. Each committee will elect one of its members as Vice Chair. The Vice Chair will perform the duties of the Chair in the Chair's absence or vacancy of the Chair position.

~~E. 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.~~

- ~~1. The Speaker will be elected at the Negotiations Convention.~~

Section 9. Meet and Confer Chairs Committee

A. There shall be a Meet and Confer Chairs Committee that will meet as determined

A. There shall be a Meet and Confer Committee for a given Appointing Authority. See Appendix D of the MAPE contract for a list of agencies.

B. Each committee shall consist of:

1. A committee chair;
2. Up to 6 members;
3. Up to 2 alternate members.

C. Each committee's chair will be elected in an agency wide election.

1. Elections will be part of the annual statewide elections in even years.
2. Members can vote for the chair of their respective agency.
3. The term of office is two years and until their successor is elected.
4. Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair.

D. Each committee will elect one of its members as Vice Chair. The Vice Chair will perform the duties of the Chair in the Chair's absence or vacancy of the Chair position.

Section 9. Meet and Confer Chairs Committee

There shall be a Meet and Confer Chairs Committee that will meet as determined necessary, and at least quarterly. The meetings will be called by the Chair or at the request of a majority of Meet and Confer Chairs.

necessary, and at least quarterly. The meetings will be called by the Chair or at the request of a majority of Meet and Confer Chairs.

The Meet and Confer Chairs Committee shall consist of each Appointing Authority Meet and Confer Committee chair.

The Meet and Confer Chairs Committee will share information between Meet and Confer Committees in regard to common workplace issues, best practices for working with Management, and effective workplace actions and member engagement practices.

The Meet and Confer Chairs shall choose one of their members to chair the Meet and Confer Chairs Committee. The Meet and Confer Chairs Committee Chair will be responsible for scheduling meetings, setting agendas, and ensuring meeting minutes are maintained.

The Meet and Confer Chairs shall elect a Speaker who will act as a liaison between the Meet and Confer Chairs Committee and the Executive Committee and MAPE Board of Directors and serve on the Negotiations Committee as a full member. The Speaker will be elected at the Negotiations Convention. The Speaker is an elected position for purposes of holding MAPE office, and will serve a two-year term. All bylaws pertaining to the rights of MAPE office holders apply to the Speaker.

The Speaker will be responsible for sharing information regarding common workplace issues, working with Management, workplace actions and member engagement practices with the Executive Committee and MAPE Board of Directors for consideration in strategic decision making, and with the Negotiations Team for consideration in developing collective bargaining proposals. The Speaker will report to

The Meet and Confer Chairs Committee shall consist of each Appointing Authority Meet and Confer Committee chair.

The Meet and Confer Chairs Committee will share information between Meet and Confer Committees in regard to common workplace issues, best practices for working with Management, and effective workplace actions and member engagement practices.

The Meet and Confer Chairs shall choose one of their members to chair the Meet and Confer Chairs Committee. The Meet and Confer Chairs Committee Chair will be responsible for scheduling meetings, setting agendas, and ensuring meeting minutes are maintained.

The Meet and Confer Chairs shall elect a Speaker who will act as a liaison between the Meet and Confer Chairs Committee and the Executive Committee and MAPE Board of Directors and serve on the Negotiations Team as a full member. The Speaker will be elected at the Negotiations Convention. The Speaker is an elected position for purposes of holding MAPE office, and will serve a two-year term. All bylaws pertaining to the rights of MAPE office holders apply to the Speaker.

The Speaker will be responsible for sharing information regarding common workplace issues, working with Management, workplace actions and member engagement practices with the Executive Committee and MAPE Board of Directors for consideration in strategic decision making, and with the Negotiations Team for consideration in developing collective bargaining proposals. The Speaker will report to

<u>the Executive Committee and MAPE Board of Directors monthly.</u>	the Executive Committee and MAPE Board of Directors monthly.
Section 9 10 . Negotiations Committee.	Section 10. Negotiations Committee.
Section 11 0 . Nominations Committee.	Section 11. Nominations Committee.
Section 12 1 . Organizing Council.	Section 12. Organizing Council.
Section 13 2 . Political Council.	Section 13. Political Council.
Section 14 3 . Electronic Meetings.	Section 14. Electronic Meetings.

Request to split Resolution 4 (Petersen 1801) to vote separately on creation of Meet & Confer Chairs Committee (first vote) and clarification of Speaker role (second vote)

Vote #1 Create Meet & Confer Chairs Committee

Section 9. **Meet and Confer Chairs Committee**

A. There shall be a Meet and Confer Chairs Committee that will meet as determined necessary, and at least quarterly. The meetings will be called by the Chair or at the request of a majority of Meet and Confer Chairs.

The Meet and Confer Chairs Committee shall consist of each Appointing Authority Meet and Confer Committee chair.

The Meet and Confer Chairs Committee will share information between Meet and Confer Committees in regard to common workplace issues, best practices for working with Management, and effective workplace actions and member engagement practices.

The Meet and Confer Chairs shall choose one of their members to chair the Meet and Confer Chairs Committee. The Meet and Confer Chairs Committee Chair will be responsible for scheduling meetings, setting agendas, and ensuring meeting minutes are maintained.

Vote: 98 Yes; 19 No

Vote #1 passes

Vote #2: Clarification of Speaker Role

Section 8

~~E. 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.~~

- ~~1. The Speaker will be elected at the Negotiations Convention.~~

Section 9

The Meet and Confer Chairs shall elect a Speaker who will act as a liaison between the Meet and Confer Chairs Committee and the Executive Committee and MAPE Board of Directors and serve on the Negotiations Committee as a full member. The Speaker will be elected at the Negotiations Convention. The Speaker is an elected position for purposes of holding MAPE office, and will serve a two-year term. All bylaws pertaining to the rights of MAPE office holders apply to the Speaker.

The Speaker will be responsible for sharing information regarding common workplace issues, working with Management, workplace actions and member engagement practices with the Executive Committee and MAPE Board of Directors for consideration in strategic decision making, and with the Negotiations Team for consideration in developing collective bargaining proposals. The Speaker will report to the Executive Committee and MAPE Board of Directors monthly.

M(Helgertz 601)SP to amend the resolution and replace “Meet & Confer Chairs” in this section with “Committee Members.”

Vote: 98 Yes; 21 No

Amendment passes

Amended language:

Section 8

~~E. 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.~~

- ~~1. The Speaker will be elected at the Negotiations Convention.¹²~~

Section 9

Committee members shall elect a Speaker who will act as a liaison between the Meet and Confer Chairs Committee and the Executive Committee and MAPE Board of Directors and serve on the Negotiations Committee as a full member. The Speaker will be elected at the Negotiations Convention. The Speaker is an elected position for purposes of holding MAPE office, and will serve a two-year term. All bylaws pertaining to the rights of MAPE office holders apply to the Speaker.

The Speaker will be responsible for sharing information regarding common workplace issues, working with Management, workplace actions and member engagement practices with the Executive Committee and MAPE Board of Directors for consideration in strategic decision making, and with the Negotiations Team for consideration in developing collective bargaining proposals. The Speaker will report to the Executive Committee and MAPE Board of Directors monthly.

Vote on amended language: 66 Yes, 57 No

Vote 2 passes

Resolution 5

Whereas the Political and Organizing Council Chairs were added to Executive Committee with the assumption that the MAPE Board of Directors would reduce the number of regular meetings to quarterly as a cost savings measure

Whereas no member is able to hold multiple positions,

Whereas the councils are responsible for implementing strategic work around Membership, Member Engagement, Political & Legislative priorities, and participation in Executive Committee and MAPE Board of Directors splits the focus of the Chairs,

Therefore, be it resolved that the Political and Organizing Council chairs be removed from the Executive Committee and their role redefined to include liaison duties to the Executive Committee and MAPE Board of Directors by amending the bylaws, as shown below.

Passed by	Date
Lynn Butcher, 1901	6/29/21
Tess Flom, 1203	6/29/21

Contact Name	Contact E-mail Address	Contact Phone
Lynn Butcher	lbutcher@mape.org	
Tess Flom	tflom@mape.org	

What is being amended?	Resulting Language
<p>Article VI – Statewide Standing Committees</p> <p>Section 5. Executive Committee.</p> <p>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</p>	<p>Article VI – Statewide Standing Committees</p> <p>Section 5. Executive Committee.</p> <p>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</p>

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 Council,~~
- ~~• The Chair of the Organizing Council,~~
- ~~• The Speaker of the Meet and Confer Committees.~~

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

Section 11. **Organizing Council.**

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. In addition to chairing the council, the Chair will serve as liaison to the Executive Committee and MAPE Board of Directors, and will provide a monthly report detailing the progress of council work, barriers to success, and alignment with the strategic priorities as determined by the MAPE Board of Directors. The Chair will communicate feedback from the Executive Committee and MAPE Board of Directors, including requests to prioritize work in furtherance of strategic goals, to the council for action. The Chair will work with the Executive Committee and MAPE Board of Directors to determine appropriate metrics for measuring success.

Section 12. **Political Council.**

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.

Section 11. **Organizing Council.**

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. In addition to chairing the council, the Chair will serve as liaison to the Executive Committee and MAPE Board of Directors, and will provide a monthly report detailing the progress of council work, barriers to success, and alignment with the strategic priorities as determined by the MAPE Board of Directors. The Chair will communicate feedback from the Executive Committee and MAPE Board of Directors, including requests to prioritize work in furtherance of strategic goals, to the council for action. The Chair will work with the Executive Committee and MAPE Board of Directors to determine appropriate metrics for measuring success.

Section 12. **Political Council.**

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. In addition to chairing the council, the Chair will serve as liaison to the Executive Committee and MAPE Board of Directors, and will provide a

<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. <u>In addition to chairing the council, the Chair will serve as liaison to the Executive Committee and MAPE Board of Directors, and will provide a monthly report detailing the progress of council work, barriers to success, and alignment with the strategic priorities as determined by the MAPE Board of Directors. The Chair will communicate feedback from the Executive Committee and MAPE Board of Directors, including requests to prioritize work in furtherance of strategic goals, to the council for action. The Chair will work with the Executive Committee and MAPE Board of Directors to determine appropriate metrics for measuring success.</u></p>	<p>monthly report detailing the progress of council work, barriers to success, and alignment with the strategic priorities as determined by the MAPE Board of Directors. The Chair will communicate feedback from the Executive Committee and MAPE Board of Directors, including requests to prioritize work in furtherance of strategic goals, to the council for action. The Chair will work with the Executive Committee and MAPE Board of Directors to determine appropriate metrics for measuring success.</p>
--	---

M(Ferrara 2001)SP to postpone indefinitely.

Vote: 76 Yes; 48 No

Motion passes.

Resolution 5 is postponed indefinitely

Resolution 6

Whereas Election Rules, Article III Nominations, Section 3 are unclear: Nominations for local positions may be submitted by the local nominations committee or by an “individual member” and nominations for regional positions may be submitted by the Nominations Committee or by an “individual member” but “individual member” is not defined in the Election Rules.

The Election Rules do not specify that the individual member making the nomination must belong to the same local as the member being nominated, but it should.

Members of a local can only vote for candidates in their local. It logically follows that only voting members of a local should be allowed to nominate candidates who are in their local.

Members should focus their involvement in local elections on their own local.

If a member knows of a member from another local who may be a good candidate for elective office, there are many avenues available for that member to be nominated including: 1) contacting a member in the potential nominee's local with the suggestion that the member should be nominated, 2) contacting the local nomination committee with the suggestion, 3) directly suggesting to the member that the member self-nominate for the position.

The Election Rules do not specify that the individual member making the nomination must belong to the same region as the member being nominated, but it should.

Members of a region can only vote for candidates in their region. It logically follows that only voting members of a region should be allowed to nominate candidates who are in their region.

Members should focus their involvement in regional elections on their own region.

If a member knows of a member from another region who may be a good candidate for elective office, there are many avenues available for that member to be nominated including: 1) contacting a member in the potential nominee's region with the suggestion that the member should be nominated, 2) contacting the Nomination Committee with the suggestion, 3) directly suggesting to the member that the member self-nominate for the position.

Resolved, that the Election Rules be amended, as shown below to clarify nomination procedures.

Passed by		Date
Statewide Elections Committee		July 1, 2021
Contact Name	Contact E-mail Address	Contact Phone
Christopher Cimafranca	Christopher.Cimafranca@state.mn.us	(651) 431-4142
Stephanie Boucher	boucherstephanierae@gmail.com	(612) 413-8633
Dan Dodge	dan.j.dodge@gmail.com	(715) 441-2058

What is being amended?	Resulting Language
<p data-bbox="107 291 380 331">Election Rules</p> <p data-bbox="107 363 293 403">Article III</p> <p data-bbox="107 434 354 474">Nominations</p> <ol style="list-style-type: none"> <li data-bbox="107 506 787 663">1. Nominees. The Nominations Committee and local nominations committees shall seek out and encourage qualified persons to run for elective positions. <li data-bbox="107 688 787 846">2. Conditions of Candidacy. Members must meet the eligibility requirements defined in MAPE Bylaws (ELECTIONS AND VACANCIES, Eligibility). <li data-bbox="107 871 787 1814">3. Nomination Procedure. <ol style="list-style-type: none"> <li data-bbox="155 926 787 1251">a) Nominations for local positions shall be submitted by the local nominations committee or individual members to the local election committee in writing. The local election committee shall forward the nominations to the Elections Committee. <u>Individual members may only nominate a member from their local.</u> <li data-bbox="155 1331 787 1572">b) Nominations for regional positions shall be submitted by the Nominations Committee or by individual members to the Elections Committee in writing. <u>Individual members may only nominate a member from their region.</u> <li data-bbox="155 1652 787 1814">c) Nominations for statewide positions shall be submitted by the Nominations Committee or individual members to the Elections Committee in writing. 	<p data-bbox="821 291 1094 331">Election Rules</p> <p data-bbox="821 363 1008 403">Article III</p> <p data-bbox="821 434 1068 474">Nominations</p> <ol style="list-style-type: none"> <li data-bbox="821 506 1502 663">4. Nominees. The Nominations Committee and local nominations committees shall seek out and encourage qualified persons to run for elective positions. <li data-bbox="821 688 1502 846">5. Conditions of Candidacy. Members must meet the eligibility requirements defined in MAPE Bylaws (ELECTIONS AND VACANCIES, Eligibility). <li data-bbox="821 871 1502 1814">6. Nomination Procedure. <ol style="list-style-type: none"> <li data-bbox="870 926 1502 1251">a) Nominations for local positions shall be submitted by the local nominations committee or individual members to the local election committee in writing. The local election committee shall forward the nominations to the Elections Committee. Individual members may only nominate a member from their local. <li data-bbox="870 1331 1502 1572">b) Nominations for regional positions shall be submitted by the Nominations Committee or by individual members to the Elections Committee in writing. Individual members may only nominate a member from their region. <li data-bbox="870 1652 1502 1814">c) Nominations for statewide positions shall be submitted by the Nominations Committee or individual members to the Elections Committee in writing.

Vote: 106 Yes; 11 No

Resolution 6 passes

Resolution 7

- **WHEREAS** MAPE’s regular internal elections occur on an annual basis each spring;
- **WHEREAS** holding elections at a different time of the year instead of during contract negotiations every two years would be beneficial;
- **WHEREAS** the first action for new Board members in a typical negotiations year would be to vote on the collective bargaining tentative agreement;
- **WHEREAS** new Board members should have time and space to gather information and experience;
- **WHEREAS** the fall, after National, State, and local external elections is typically a quiet time of year;
- **WHEREAS** continuity planning is a priority for the union and electing Meet and Confer Chairs and Negotiations Representatives earlier in the negotiation cycle would be beneficial; and
- **WHEREAS** minor adjustments could be made in the election timetable;

THEREFORE, be it resolved that the union adopt a two-year plan to revise the Election Rules.

NOTE: under this plan, the next regular elections would be held in the spring of 2022 as usual and then elections would move to the fall in 2023. Term lengths for everyone elected in the spring of 2022 (as well as others already serving) would be extended from June until the end of December.

Passed by		Date
Statewide Executive Committee		June 11, 2021
Contact Name	Contact E-mail Address	Contact Phone
Todd Maki	tmaki@mape.org	651-635-8259

What is being amended?	Resulting Language
BYLAWS, ARTICLE VI STATEWIDE STANDING COMMITTEES	BYLAWS, ARTICLE VI STATEWIDE STANDING COMMITTEES

Section 8C. Meet and Confer Committees.

Each committee's chair will be elected in an agency wide election.

- 1) Elections will be part of the annual statewide elections in even years through 2022 and then switch to odd years starting in 2023.
- 2) Members can vote for the chair of their respective agency.
- 3) The term of office is two years and until their successor is elected.
- 4) Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair.

BYLAWS, ARTICLE VI

STATEWIDE STANDING COMMITTEES

Section 9A. Negotiations Committee. Statewide.

Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in even numbered years through 2022 and then switch to odd years starting in 2023. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy occur on the committee the Local Officers of the Region shall select a replacement from the affected Region’s membership.

Statewide Negotiations Committee members elected by the Regions in regularly scheduled elections will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members will not be replaced by newly-elected members while negotiations are in progress.)

Section 8C. Meet and Confer Committees.

Each committee's chair will be elected in an agency wide election.

- 1) Elections will be part of the annual statewide elections in even years through 2022 and then switch to odd years starting in 2023.
- 2) Members can vote for the chair of their respective agency.
- 3) The term of office is two years and until their successor is elected.
- 4) Vacancies in the Chair will be filled by the Vice Chair and the committee will elect a new Vice Chair.

BYLAWS, ARTICLE VI

STATEWIDE STANDING COMMITTEES

Section 9A. Negotiations Committee. Statewide.

Each Region shall elect a member to represent the Region on the Statewide Negotiations Committee in odd numbered years through 2022 and then switch to odd years starting in 2023. The elected members shall, to the extent possible, reflect various aspects and interests of the members of the unit. Should a vacancy occur on the committee the Local Officers of the Region shall select a replacement from the affected Region’s membership.

Statewide Negotiations Committee members elected by the Regions in regularly scheduled elections will be seated when work begins on the next Agreement Between MAPE and the State of Minnesota. (Seated elected committee members will not be replaced by newly-elected members while negotiations are in progress.)

BYLAWS, ARTICLE VIII

ELECTIONS AND VACANCIES

Section 2B. Statewide and Regional Elections.

Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be two years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. Statewide and Regional Officers shall be eligible to serve for no more than three consecutive terms in the same office*. Regional Directors in even numbered Regions shall be elected in even numbered years; Regional Directors in odd numbered Regions shall be elected in odd numbered years.

*Term limits apply even if terms of office are extended due to change in election timing.

ELECTION RULES

Article II

Nomination and Elections Committees

5. **Statewide, Regional, and Local Elections** must be completed by June 1st, ~~so seating can occur in June.~~ through the 2022 election cycle. Starting in 2023, elections must be completed by the end of December.
6. **In even years** through the 2022 election cycle, the President, Treasurer, Meet and Confer Chairs, Negotiations Representatives, Organizing Council Members, Political Council Members, Delegate Assembly Delegates and Alternates, odd-numbered region local officers and chief stewards, and even-numbered regional directors will be elected. Starting in 2023, Meet and Confer Chairs and Negotiations Representatives will be elected in odd-numbered years.

BYLAWS, ARTICLE VIII

ELECTIONS AND VACANCIES

Section 2B. Statewide and Regional Elections.

Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be two years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. Statewide and Regional Officers shall be eligible to serve for no more than three consecutive terms in the same office*. Regional Directors in even numbered Regions shall be elected in even numbered years; Regional Directors in odd numbered Regions shall be elected in odd numbered years.

*Term limits apply even if terms of office are extended due to change in election timing.

ELECTION RULES

Article II

Nomination and Elections Committees

5. **Statewide, Regional, and Local Elections** must be completed by June 1st through the 2022 election cycle. Starting in 2023, elections must be completed by the end of December.
6. **In even years** through the 2022 election cycle, the President, Treasurer, Meet and Confer Chairs, Negotiations Representatives, Organizing Council Members, Political Council Members, Delegate Assembly Delegates and Alternates, odd-numbered region local officers and chief stewards, and even-numbered regional directors will be elected. Starting in 2023, Meet and Confer Chairs and Negotiations Representatives will be elected in odd-numbered years.

7. **In odd years**, the Vice President, Secretary, Organizing Council Members, Political Council Members, Delegate Assembly Delegates and Alternates, even-numbered region local officers and chief stewards, and odd-numbered regional directors will be elected.

ELECTION RULES, MAPE ELECTION
TIMETABLE, Appendix A

Action Items / No Later Than

Announce Opening of Nominations / ~~60~~30 days before nominations close

Nominations Close / ~~45~~60 days before voting window opens

Voting Opens / ~~14~~7 days before closing the voting window

Voting Closes / No later than May 27 through the 2022 election cycle and no later than December 15 starting with the 2023 election cycle.

Seating / Statewide Officers: ~~First Board of Directors meeting after June 1~~ First Executive Committee meeting after Elections Committee Report.

Seating / Trustees: Immediately after the Elections Committee Report.

Seating / Council Members: Immediately after the Elections Committee Report.

Seating / Regional Directors: Immediately after the Elections Committee Report.

Seating / Negotiations Representatives: In accordance with Bylaws Article VI.

Seating / Local Officers: Immediately after the Elections Committees Reports.

7. **In odd years**, the Vice President, Secretary, Organizing Council Members, Political Council Members, Delegate Assembly Delegates and Alternates, even-numbered region local officers and chief stewards, and odd-numbered regional directors will be elected.

ELECTION RULES, MAPE ELECTION
TIMETABLE, Appendix A

Action Items / No Later Than

Announce Opening of Nominations / 30 days before nominations close

Nominations Close / 60 days before voting window opens

Voting Opens / 7 days before closing the voting window

Voting Closes / No later than May 27 through the 2022 election cycle and no later than December 15 starting with the 2023 election cycle.

Seating / Statewide Officers: First Executive Committee meeting after Elections Committee Report.

Seating / Trustees: Immediately after the Elections Committee Report.

Seating / Council Members: Immediately after the Elections Committee Report.

Seating / Regional Directors: Immediately after the Elections Committee Report.

Seating / Negotiations Representatives: In accordance with Bylaws Article VI.

Seating / Local Officers: Immediately after the Elections Committees Reports.

Enforcement Report / First Board of Directors meeting after Elections Committee Report.

Enforcement Report / First Board of Directors meeting after June 1 <u>Elections Committee Report.</u>	
--	--

M(Snavely 1701)SP to amend the resolution language in the MAPE Election Timetable for the voting opens, changing 7 to 10 days.

Resulting language:

Voting Opens / ~~14-7~~ 10 days before closing the voting window

Technical change (Treasurer): By-laws, Article II, Nomination and Elections Committee should read “completed by December 15” instead of “the end of December” so it matches the date in the Elections Rules timetable Appendix A. Ruled by the chair to be in order.

Vote: 107 Yes; 13 No

Amendment passes

Vote on amended resolution: 118 Yes; 3 No

Resolution 7 passes

Legal Update

Justin Cummins, Cummins & Cummins

Point of Information Maurice Wilson: Did passage of Resolution 4 create a conflict in the bylaws? After consultation with the parliamentarian, the chair determined a conflict was created, but that resolution to the conflict would be out of notice period for resolutions for DA; therefore, fixing the conflict be taken up by the MAPE Board of Directors in October.

M(Swanson 701)SP to amend the agenda to add the PAC, OC, and Political Council items to before the lunch break.

2/3 required to pass

Vote: 114 Yes; 6 No

Agenda amended

Point of Information Ellena Schoop: requested that when the board addresses the conflict created by passage of Resolution 4, it also determine how election rules needed to be updated and bring back to DA.

Point of information Ellena Schoop: requested clarification on whether the motion to postpone indefinitely was in order given that the mover would be affected as a member of the council; parliamentarian determined that the resolution was in order.

Betty Rodgers and Neil Farnsworth Awards

Megan Dayton, Statewide President

Betty Rodgers Award: Adam Novotny (1101) and Carolyn Murphy (401)

Neil Farnsworth Award: Jed Becher (101)

Membership Awards

Sarah Evans, Organizing Council Chair

Highest membership percentage:

1303 (89.7%)

1901 (82.9%)

Most improved membership:

1001 (3.8% increase)

101 (2.5% increase)

Most engaged membership (attendance at contract rally):

902 (16.19%)

301 (13.26%)

PAC Update

Monica Weber, PAC Chair

Organizing Council and Political Council Updates

Sarah Evans, Organizing Council Chair, and Cathleen Cotter, Political Council Chair

M(Political Council Chair)**SP** to adopt the legislative priorities which were included in the delegate packet, item 6.01.

Vote: 108 Yes; 5 No

Legislative priorities approved

M(Nordin) to reconsider Resolution 4. Ruled out of order

M(Olson) to reconsider Resolution 4. Ruled out of order

M(Pearson 2101)**SP** to adjourn.

Vote: 93 Yes; 19 No

Passes

MAPE Delegate Assembly 2021 adjourned at 1234