

**BOARD OF DIRECTORS MEETING**

**December 20, 2019**

**3460 Lexington Ave N, Shoreview, MN 55126**

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**Minutes**

**8:30 a.m.**

**Call to Order 8:40 a.m.**

**/Roll Call/Announcements/Housekeeping/New Local Officers/Retirements**

**Roll Call:**

Region 1 Darci Wing, Region 2 Randy Schimpach, Region 3 Shanna Schmitt, Region 4 Amy Braun, Region 5 John Bower, Region 6 Jason Bonnett, Region 7 Ellena Schoop, Region 8 Mark Dreyer, Region 10 Elizabeth Stephens (alternate); 11 Jessica Raptis, Region 12 Amanda Hemminsen Jaeger, Region 13 Lois Tucke, Region 14 Ann Adkisson, Region 15 Bryan Kotta, Region 16 Darren Hague, Region 17 Cheri Humphry(alternate), Region 18 Tim Beske, Region 19 Jerry Jeffries, Region 20 Jay Smith (alternate), Region 21 Sarah Sinderbrand; Political Council Chair Cathleen Cotter, Organizing Council Chair Sarah Evans, SW President Chet Jorgensen, SW Vice President Thu Phan, SW Treasurer Todd Maki, SW Secretary Lynn Butcher

Staff: Executive Director Lina Jamoul

**Absent:**

Region 9 Stephanie Meyer

**Adoption of Agenda**

**M**(Dreyer)**SP** to adopt the agenda

**M**(Tucke)**SF** to reopen the agenda and add the hiring policy to the agenda. Motion fails for lack of 2/3 majority

**Wellstone Warmup –** not done due to time constraints

**Time Certain:**

9:00 a.m. OPEIU

OPEIU shared their role in developing the split of BA duties alongside the board, and highlighted ways in which it is working well.

EBA perspective – Kathy and Kelly shared best practices:

* Having the steward be the first contact for the member, with support from the EBA through training and support of the Chief Steward; EBAs clarified that they have not passed on any of their duties to stewards and chief stewards, but have changed their focus to developing the chief stewards so they can better support their steward groups.
* Having stewards activated in the region and using a rotational process with the support of the EBA; when this happens, it reduces feelings of overload. Is the chief steward making sure that all of the stewards are being engaged? Part of the issue of reduction of feeling overloaded is a standard response time of 24 hours and inviting stewards to join the EBA on calls with members, which strengthens the stewards’ ability and knowledge
* Partnering with the chief steward to help them engage the stewards in the region so that the chiefs don’t feel they have to do everything and get burned out. The partnership with the chief stewards builds steward power by ensuring brainstorming, training, collaboration
* Regular steward meetings held with training topics – this was not happening in all regions two years ago; these meetings allow for deeper dives into specific issues/topics; steward meetings help to ensure that the volunteer stewards remain engaged and have the ability to learn and network with each other
* Regional communication – recommend having the chief stewards invited to the officer meetings so that the can hear what is going on throughout the region and can contribute their thoughts

OBA perspective – focus time and energy building power to fulfill the strategic plan;

* Caitlin shared a story of organizing from AMRTC where she was able to dig into a sall issue (office space) and how that time and effort grew into the development of leaders, an active M&C, increased membership (62-75%), and management asking MAPE members to lead an effort to determine best ways to change clinical practices;
* Nic shared a story of organizing from Revenue; change from a few leaders to teams that lead actions at all stages, increased attendance at membership meetings, a pressure campaign on student loans, with about 50 people who are actively working on this issue; very active M&C process. Collaboration between the EBA and OBA to work on a problem with restrictive policy that is affecting many members with discipline – the representational team is tackling from enforcement standpoint and the OBA and member team is working at it through meetings with management; steward group has grown and now has capacity to put together informational packets to help members understand this policy and give tips to protect themselves.
* Caitlin highlighted how successes affect strategic plan – leadership in action cohort to prepare for actions and supplemental negotiations; had more supplemental negotiations and wins than before; more door knocking shifts, M&C teams trained and implemented in more agencies.

10:00 a.m. Todd Kohl (started at 10:50)

Todd provided background on how he was commissioned by the Executive Committee to conduct the climate study, as well as his experience in conducting these studies.

He stated that he hoped to have the full report completed by the January BOD meeting, and that would provide more detail and recommendations, however, he wanted to share his preliminary findings:

* MAPE is in a state of disorder, mainly due to a lack of a deep enough strategic plan, one in which not only the goals are laid out, but also who is responsible for achieving them, and on what timeline. The current strategic goal lacks objective measures, which has led to a culture of subjective assessment and blame.
* MAPE is not “on fire.” The fact that MAPE commissioned a climate study demonstrates the organization’s commitment to problem-solving and making things better for members and staff. The contract that was just won is an example of MAPE’s functionality and success, but also demonstrates that MAPE is missing opportunities to build power and strength. The contract will have a value of $1.2B in wages in 2020, but this figure is not widely known among members and MAPE does not use it as a demonstration of its power and value to the state.
* MAPE’s staff is dis-engaged, meaning the departments do not communicate and collaborate to build power among its membership. MAPE’s Comms department is underutilized to educated members about their value and worth to the state.
* MAPE is full of conflict. The BA/resource allocation issue is an example of the conflict that has arisen due to the lack of objective measures for success. Without objective measures for success, people do not have a framework within which to resolve conflicts, and decisions are driven instead by emotion.
* The BA/resource allocation issue must be addressed by the BOD, but should be viewed from within the strategic plan and direction the BOD has determined for the organization, and the BOD must be careful to not throw out the structure they had determined was best for long term strategic goals. The BOD should take their time and identify both short and longer term solutions that do not undo the progress the organization has made, and it has time to do this right.

11:30 Member Comments:

~~Eva Peterson and Angela Christle;~~

Jim Roettger (Region 9 Chief Steward) – Expressed his concern that the state has changed its policy regarding use of state vehicles and use of telemetrics without fully informing our membership and what members do not know is hurting them in the form of discipline. He provided highlights of how the policy is being applied inconsistently and members are being disciplined differently for similar violations of the policy, as well as how the policy applies to member actions outside of work as well. He requested that the board authorize a data request regarding how the policy is being applied, and, depending on the results, initiate a class-action grievance.

Kay Pedretti (phone; Region 20 Chief Steward) – Asked BOD to review the documents she had sent summarizing a phone call with stewards around the state and meetings from stewards in Region 20. Jay Smith (alternate for Region 20) asked that the document from the Stewards Skype Call be included in the minutes (see attachment at end).

Bill Dunn (Region 3 Chief Steward) – Shared that he is concerned with the divisiveness around the BA split; He expressed that he is not sure what the divide is and does not think anything is broken, and that he is not alone in that. He stated that he has noticed the same voices fervent with saying they need resources, but there is a silent group out there that embraces the change, is taking on more, and will continue to do so. He encouraged the BOD to not get rid of the structure because it is working well in many places, but those members are not as vocal as the ones who are unhappy with the split.

**Minutes:**

DRAFT EXE Minutes:

* December 6, 2019

DRAFTBOD Minutes:

* November 15, 2019

Not discussed

**OFFICER REPORTS:**

**Treasurer’s Report – submitted in writing**

MAPE continues to be in good shape financially. Through the end of November total dues income is $5.6 million, 16% above the budget and total spending is $5.2 million, 4% below budget. The difference of about $400,000 will carry forward as undesignated reserves to the 2020 budget year.

Local budgets for 2020 are due by January 1st. So far, 24 locals have sent in budgets: 101, 201, 301, 601, 602, 801, 802, 902, 1101, 1301, 1304, 1401, 1402, 1502, 1601, 1701, 1702, 1703, 1801, 1901, 1902, 1903, 2001 and 2101. We still need budgets for locals 401, 501, 502, 701, 1001, 1002, 1102, 1201, 1202, 1203, 1302 and 1501.

As we approach the end of the year, please turn in any expense forms as soon as possible and ask local officers to do the same. This will help us get them processed and close the books on 2019.

Building report – not addressed

**Secretary’s Report**

 Minutes

Not discussed

**Organizing Council Report**

 Council Update

Membership Update

 Recruiter of the month

**Political Council Report – submitted in writing**

The PolitiCo held a retreat on Thursday 12/12 and approved our Council Charter and established bylaws. Also recapped 2020 goals, looked ahead to the 2021 session and identified priorities.

Held our first Pouring into Public Service event at Lake Monster Brewing; got pretty good feedback.

Met 9:00-12:00 Friday 12/13 at MAPE; discussed special elections, the upcoming census & possible scenarios as a result. Set non-legislative priorities: ratification of k/, temp unclassified, and insulin. Work in conjunction w/ Organizing Council.

Nicole Smith-Holt spoke to us about her son Alec, who died after rationing his insulin within a month after he aged off her insurance coverage. We voted to make insulin/affordable Rxs for everyone a priority.

Nicole Juan brought a motion to donate $5000 to the Women’s Consortium to support their Girls Rock! The Capitol event, which brings middle and high school girls from around MN to St Paul to learn about how the legislature works, how to run for office, what public service is like, etc.

In the afternoon the PolitiCo & Org Council met jointly; each Council updated the other on what we’ve done in our first six months and talked about how the Councils will collaborate going forward.

**Vice President’s Report**

Grievance Report

Not discussed

**President’s Report**

Regional Introduction

Not discussed

**Staff Reports**

Executive Director and Staff

Director Jamoul shared that MAPE is prepping for a meeting with Walz that will hopefully occur before the next BOD meeting; the meeting will focus on relationship building, and we will be asking for regular meetings with him as well as quarterly Meet & Confer with MMB.

DOC – Unit 8 AFSCME got a 2-step increase on pay scale; MAPE submitted an equity request to increase every MAPE position within the secure perimeter to deal with compression issues. This request was well received by MMB, but not by DOC.

There was a good meeting on temp unclassified with action plans being developed for action with the governor – about a 30-person member meeting.

Beth Paris resigned and is vacationing out. Her last day in the office was December 19.

MMB is having huge turmoil in labor relations; they have gone from 7 to 2 labor reps, slowing down lots of things.

Executive Director Jamoul had a really good discussion with the new executive director of AFSCME Council 5 who is interested in improving/repairing AFSCME’s relationship with MAPE. The organizations are committed to holding another joint action similar to the Day on the Hill action we held earlier this year.

**Statewide Committee Reports and PAC**

Not discussed

**Unfinished Business**

None

**New Business**

Allocation of Business Agents

Director Schoop led the board in an exercise that the BA Taskforce had conducted that was designed to focus the board on adaptive vs. technical fixes to ensure that the organizational strategy is maintained. Director Schoop collected responses from the exercise to take back to the BA Taskforce for further analysis, discussion, and recommendation of next steps.

**Region Reports**

Not discussed

**Correspondence**

Not discussed

**Board Stewards’ Report**

Not discussed

**Meet & Confer Reports –** Included

**Next Board Meeting(s)** January 17, 2020

**Good & Welfare**

Not discussed

**Standing Rules:**

Time Certain Adjournment: No later than 4:30 PM.

Extensions in ½ hour increments, require a 2/3 vote to extend.

Debate is limited to 3 speakers for and 3 speakers against the motion on the floor.

To amend or rescind 2/3 vote is required. Majority required for suspension.

**Please bring any carryover items back with you each month as they will not be reproduced.**

**M(Dryer)SP to adjourn.**

**Meeting adjourned at 3:12 pm**

**Requested attachments:**

Issues in MAPE Steward Work—Comments from Stewards

Skype call on Friday, November 25, 2019

1. Poor communication between Stewards, EBA and OBA’s. Possible solution:  Regular sharing of info between OBA and EBA in a region. Enforcement is most successful when a component of organizing is involved.  Sharing of information among stewards so we are not re-grieving the same issue statewide.
2. Excessive amounts of time in travel status for EBA’s.  Possible solution:  A review of MAPE structure/BA assignment.  Would a more regionally based EBA be a solution? Perhaps one in north and one in south with overlapping north and south Metro areas? Would an agency based model work better for grievances?
3. Case processing speed is unacceptable.  Currently, it is taking months for data requests, months to schedule a first step of grievance and years to schedule arbitration. Possible solution:  More EBA’s to process data requests, grievances, and arbitrations
4. Steward work takes too much time out of a stewards’ state job that stewards cannot maintain their state workload and deadlines and the job of stewarding.  Possible solution:  More EBA support of stewards and chiefs.  More EBA’s.
5. Unbecoming behaviors and bullying from EBA’s and MAPE administration when stewards raise concerns about workload issues. Possible solution:  More leadership from MAPE on reducing bullying in the MAPE environment.
6. Being labelled as a troublemaker at work because you (as a steward) fight for members.  Possible solution:  Get more help from MAPE, EBA needs to be present with steward so administration sees they are supported by MAPE.
7. Lack of consistent back up when EBA is gone.  Possible solution:  Better communication from MAPE about who to reach out to.  Required out of office messages stating which STAFF to reach out to. ‘BA of the Day’ could cover absence.
8. General lack of communication from MAPE on steward questions.  Possible solution:  More responsive communication. ‘BA of the Day’ at MAPE central answering questions as they come up over the phone.
9. Stewards lack of expertise and authority to address major issues. Possible solution: More support from EBA and OBAs to address policies throughout the state (FMLA, FLSA, ADA, Respectful Workplace).
10. Stewards feel like they are the employers and staff are the employees. We should have a stronger say on the internal structure of MAPE. Possible solution: Involve more stewards in decisions about their work, don’t rely on the BOD as heavily in these situations.

Suggestion: (Not necessarily related to steward concerns) Look at hiring EBA’s from our current stewards, we have had some success with that in the past.

**\*\*This document originally had regions listed that were experiencing the concern. The regions have been removed at the suggestion of stewards who feel they could be targeted due to speaking out\*\***