**Executive Committee Minutes**

#### 3 December 2021

Present: President Megan Dayton, Vice President Angela Halseth, Treasurer Todd Maki, Secretary Michael Crider, Organizing Council Chair Lauren Siegel, Political Council Chair Cathleen Cotter, Interim co-Executive Director Leah Solo, Interim co-Executive Director Mike Asmus

Guests: James Haggar, Lucinda Ware

**Meeting called to order 0830**

**Welcome Secretary Crider**

**November Board meeting action**

Interim co-Executive Directors will work on multiple Board data requests.

**Delegate Assembly update**

The Executive Committee would like the Delegate Assembly Planning Taskforce to refocus into an ongoing workgroup to help think through larger details of the event.

**Manager contracts**

**M**(Vice President)**SP** to approve the Director of Operations contract as drafted with the removal of social media use language (Treasurer recuses). **Passes 5/0/1**

Yes: President, Vice President, Secretary, Political Council, Organizing Council

No: none

Abstain: Treasurer

**M**(Political Council)**SP** to approve the Director of Public Affairs and Communications contract as drafted with the removal of social media use language. **Consensus**

**M**(Vice President)**SP** to approve the Field Director contract as drafted with the removal of social media use language. **Consensus**

**Hiring policy**

Interim co-Executive Directors have developed processes for internal recruitment and MAPE member recruitment. Hiring policy will go to the Board Governance Workgroup for sharpening and then to the Board for action. Lack of Affirmative Action Plan in hiring is being addressed and will be a priority for the new Operations Director.

**State Board of Investment**

In alignment with previous Delegate Assembly (2016 and 2017) and President Dayton addressed the State Board of Investment on 12/1 to encourage the State’s constitutional officers to divest public pension dollars from the fossil fuel industry. MAPE Associate Member Emily Moore will attend the next Executive Committee regular meeting to share more information about divestment efforts.

**Closed session related to personnel matters**

**M**(Political Council)**SP** to enter a closed session at 12;30. **Consensus**

**M**(Political Council)**SP** to exit the closed session at 13;00. **Consensus**

**M**(Vice President)**SP** to enter a closed session at 15;03. **Consensus**

**M**(Political Council)**SP** to exit the closed session at 15;23. **Consensus**

**Strategic planning**

The Executive Committee decided that the final, external-facing product (in addition to internal work plans and supporting pieces) should be a produced, MAPE-branded, public facing document that fully lays out a vision for the union for the next 3-5 years. There was a majority of the group in favor of settling on a five-year (as opposed to three-year) plan.

The Executive Committee categorized the remaining questions and decisions around 1) questions the Executive Committee needs to work through and ultimately decide; 2) questions the Executive Committee should start down a path on; and 3) questions that should start with another governing body and then come back to the Executive Committee. All of these decisions will ultimately be reflected in the draft plan that goes to the Board of Directors.

Next step is to connect with identified governing bodies. Executive Committee will meet again on December 7th to review the plan and talk about external partnerships and on December 21st to talk through another one or two issues. January meeting dates will handle remaining issues.

**Board Agenda**

The Executive Committee did not identify items for a Board agenda because there is no Board meeting in December.

**M(Vice President)SP to adjourn at 15;30. Consensus**