**Executive Committee Minutes**

# July 2, 2020

# 8:30am-3:00pm

# Zoom

Meeting called to order at 8:40 am

**Present**: SW President Megan Dayton, SW Vice President Thu Phan, SW Secretary Lynn Butcher, Political Council (PC) Chair Cathleen Cotter, Organizing Chair (OC) Sarah Evans

Staff: Executive Director Lina Jamoul

Guest: Leah Solo

**Absent**: SW Treasurer Todd Maki

**Wellstone warmup**

**Agenda adopted by consensus with additions under Other Items**

**Executive Committee Planning**

Discussion about the focus the Executive Committee will take for the next year, including differentiation of Executive Committee from the greater board. Agreement to focus on doing work that promotes functional board governance.

SW President Dayton will develop a framework for sharing this discussion with the board.

**Equity work planning**

Organizing Council’s Diversity Committee

OC had 32 applicants, and after reviewing them, decided to accept everyone; working through how to keep that manageable; the committee has split applicants and are reaching out to them 1:1 to get a better sense of each person’s desired level of engagement. OC wants to help that group develop issue campaigns and help move their work forward. The council wants to ensure people are feeling valued and have actual measurable outcomes. OC is planning to have a strategic discussion with the PC to sew where there is overlap with the work, which OC is framing as being in three buckets: 1) within MAPE, 2) with the Employer, and 3) with the broader community.

ED Jamoul shared that she has been conducting intentional outreach to Black and African American members since George Floyd’s death and has found some appetite for an ability to advocate for people in the workplace around discrimination issues; some appetite for training & development for members (e.g., book club – ***So you want to talk about* race**; historical education); checking in with people to see what they need.

Shared information about Director Schoop’s group, the Equity & Justice Black Caucus, which seems to be more of an ERG on the state side rather than a MAPE caucus; this group could help in framing the problems and developing solutions, and it would be good for the Exec team to do some outreach with this group.

SW President Dayton, SW VP Phan, OC Chair Evans, and ED Jamoul will take the lead on this outreach.

YWCA’s 21-day challenge and spotlight

SW President Dayton suggested bringing this challenge to the greater membership by having SW Officers, BOD members and members adopt a day of the challenge and then share their reflections on a dedicated website page, with an introduction from her. The Exec team agreed this would be a good idea.

SW President Dayton will put together a proposal to the BOD in writing, which can be included in a board packet so that the board can come ready to vote on it.

Develop process for MAPE-wide public statements on social issues

The Exec team reviewed the draft process for statements and provided ED Jamoul feedback about adding how members could provide input, as well as the need to clearly define governance responsibility. ED Jamoul will incorporate the feedback and share the updated draft via email.

DOC members’ ask

Political and Communications Director Leah Solo joined the Exec team to discuss the specific requests that had come from some DOC members. Exec team shared discussions that have taken place with DOC members who had directly communicated and agreed on the need both to respond directly to those members and to reach out more broadly to all DOC employees in a way that acknowledged the impact the statement may have had on them, reassert commitment to them and all members, and provide a path for action to identify underlying issues at DOC and develop strategies to address them.

ED Jamoul and P&C Director Solo will work on those communication pieces and share with Exec team via email.

**Strengths, Weaknesses, Opportunities, Threats Analysis of Tactical Goals**

SW President Dayton provided the Exec team with the framework she has identified for how to incorporate these goals into our work to ensure we are focusing on them in everything we do. Exec team was asked to identify the role they play in moving these goals forward.

Exec team was asked to provide SWOT analysis:

**Strengths:** right priorities; strength of people – staff, members, leaders; already doing work to support the goals;

**Weaknesses:** lack of measurables; not all on same page; declining membership, lack of capacity; reach not that deep; internal divisions distracting; divided attention between agencies and locals that add to capacity issues;

**Opps:** administration that seems more open to partnership; changes in leadership at MMB and AFSCME; pandemic has provided refocus on the importance of public work; election results if they go our way; expanded benefits (COVID leave); people need the union & each other; telework; reimagine narrative around public sector; put equity at the center of our work

**Threat:** election results; people are operating in crisis mode (pandemic and racism); illness, death, fear; division, confusion, hurt, perpetuating inequity and injustice; layoffs, dwindling resources, divisions (haves and have nots)

The Exec Team had an exploratory discussion about how to increase capacity to support agency-specific needs, while maintaining local support. ED Jamoul will bring the discussion back to her staff and loop back with the Exec team to prepare for greater discussion with the board.

**Circle Practice Planning**

Discussion to clarify the level of OC support needed, which is moral and budgetary.

**Legal Advice for Special Board Meeting July 9th**

Exec team agreed that engaging Cummins & Cummins for the special board meeting would be helpful. ED Jamoul and SW VP Thu will make the arrangements.

**Board Agenda**

SW President Dayton shared plan to add a Consent Agenda to the BOD agenda, as well as the expectation that officer’s, council, workgroup and regional reports will move to written form that can be shared with the board packet. Exec team provided input for both upcoming meetings.

**Other Items**

**MMB meetings**

SW President Dayton provided an update on these calls:

* Clarification from MMB that employer reduction in hours is NOT eligible for unemployment insurance, since such reductions are not bringing people below half-time.
* Lottery not affected.
* Commissioner Franz had been hopeful that special sessions would provide relief, but it did not; he did provide good news that the hiring freeze was saving money and reducing the need for staff cuts, but bad news that hiring freeze is already impacting ability to get work done; budget restraints will lead to layoffs in some agencies and we are already seeing that (MinnCorr); federal funds will help some places, but most of federal funds are allocated to local governments;
* State has re-evaluated the need for COVID tracers, and they do not foresee the need for hiring a large number of people; the focus is in bringing in multi-lingual people;
* Two DEED offices were closed during social unrest; the state has agreed to pay for the days in MAY, but not for June 1 & 2, and are instead requiring members to use their leave to cover. MAPE has moved forward with a complaint/grievance.
* Hoped to get a plan out to keep zoo going – Governor agreed to send $6M to continue operations from COVID funds; they are weighing community needs with state needs in determining how to use that money; some needs qualify for FEMA emergency funding, which is a federal match program

**COVID 19 Leave**

MMB has shared that they feel the need to conform to the federal policy due to budget pressures, but are delaying implementation of changes to July 22. They have indicated that their discussions with local governments is that they are following federal guideline as well. Changes to the leave would be substantial: Limiting COVID Paid sick leave to up to 80 hours for the leave types identified; school closure and care leave paid at 2/3 pay with caps of $200/day for care or school leave; no eligibility requirements for the 80 hours, but the school and care leave would require 30-days of employment and would be aligned with FMLA, meaning that time would count toward FMLA allocation. This would severely impact employees who were approved for FMLA for other reasons, i.e., those most likely to need the COVID leave. Leave would continue to be discretionary for priority 1 & 2 employees. MAPE has pushed back hard against these changes. ED Jamoul shared the email they sent to MMB urging them to not make these changes.

**Lawsuit –**

ED Jamoul provided an update on the Fellows suit. MAPE’s strategy had been to slow-walk the case, however, this is one of four cases moving forward in Minnesota, including one that was brought against Education Minnesota two years ago. That case is up for judgement, rendering our strategy moot. New strategy is to align the four cases and have them heard together. Cummins & Cummins has been retained and is representing MAPE in this case.

**OPEIU Contract Negotiations**

OPEIU has suggested a contract extension, which makes some sense. There are some things in the current contract that do need addressing. The process has been very collaborative. ED Jamoul has assigned Mike Ausmus and Paul Schweizer to take the lead on these negotiation discussions.

**Unrepresented attorneys**

Received request from former member Amy Schwarz to organize 84 Attorneys that are not represented across the enterprise; MAPE is moving forward with this request.

**Consent Agenda**

* 1. Approval of Minutes – 5 June 2020

Meeting adjourned at 2:40 pm

Next meeting: August 7, 2020