**Executive Committee Minutes**

**2 October 2020**

**8:30am-4:30pm**

**Virtual**

**Meeting called to order at 8:38 a.m.**

**Present:** Statewide President Megan Dayton; Statewide Vice President Thu Phan; Statewide Treasurer Todd Maki; Statewide Secretary Lynn Butcher; Organizing Council Chair Sarah Evans; Political Council Chair Cathleen Cotter; Speaker of the Meet & Confer Committees Whitney Terrill

Staff: Executive Director Lina Jamoul

**Wellstone warmup – weekend plans**

**Adopt agenda – M**(Cotter**)SP** to adopt the agenda. Consensus.

**Welcome new Meet and Confer Speaker**

**Election**

* Shifts update – we are about ½ way to the goal with 32 days left before the election. We need 16 shifts per day, every day until November 3 to meet the goal. Re-established BOD outreach assignments, incorporating the M&C Speaker into the assignments. Member to member calling with Walz on October 21 – hoping to get 100 members on the call as an action on the governor. Exec Team gave commitments to recruit 66 members. Exec Team requested comms draft email that local presidents can send to their membership through state email that does not violate administrative rules.
* Meeting with Walz
  + Focusing on the budget; deficit is nearing $5B and could grow; ask Governor to champion increasing revenue; direct the commissioners to meet with the M&C teams; Temp Unclassified considerations; requesting laid-off workers be reassigned to the contact tracing jobs rather than contract them out. Need to work on training the administration on how they can use us to fight these battles in a way that is mutually beneficial. Have noticed that the administration seems to be trying to make decisions based on the priorities we have established around layoffs, and this is causing us to have to adjust our message regarding the impact of privatization going beyond jobs.
  + Training and strategic conversations about power – discussion with PC/OC; (Jamoul) wanted to have more strategic conversations about power with our core leaders; time is ripe for misunderstanding/miscommunication – seeing internally and externally; politics and discourse have devolved into a bad place, and as an institution that is about building and exercising power and that works in the political realm, exploring our place and developing training materials and a plan around that; will bring draft to the next exec team meeting for feedback and implementation. Plan on how to act, target, ask for things with strategy and integrity.

**Strategic Planning**

**October 8 special meeting on strategic planning**

* SW President Dayton provided overview of tactical goals and provided background on the conditions we are working through; included foundational commitments and a need to ensure we are highlighting and drawing upon the need to focus on the interconnected nature of life – we rely upon each other and therefore we must care about the needs of others.
* ED Jamoul shared the Tactical Goals dashboard that is in progress and will show progress through measurable means.
* SW President Dayton asked all to share how they are talking about tactical goals
  + ERC, Local meetings, making sure everyone knows the mission and vision statement
  + Talk about things in a way that support the tactical goals, but not always intentional about it in a way that helps members understand we do have the tactical goals and members play a role in their success; need to identify opportunities to be more intentional like member and local exec team meetings, and opportunities to be more subtle
  + Plan to talk to Political Council more intentionally and will share the dashboard to help them understand the work to be done
  + Analogy of how work with equity policy with individuals and teams and how that approach can be used here as well; need to develop an equity framework to have these conversations
  + Somewhat fuzzy about this with OC and region; haven’t talked at local meetings; will use dashboard going forward to help with priorities;
  + Lots of talking about it intentionally when we are working on developing the plans, but then the focus becomes the task; recognize that am not talking intentionally to connect the action taken to the overall goal; people come into the plans at different places and my not have the context/may need to be caught up; will think about how to talk with managers and staff in a more intentional way
  + Discussed the appropriateness of us talking to locals; SW Officers should be contributing to the conversation;
  + Suggestion to keep a timeline of decision-making as part of our plan, so that we can reference it when we have questions.
* Exec Team walked through scenarios:
  + The Election – pro-labor victory
    - Take a moment to celebrate the accomplishment, then lay out dream of what can be achieved going forward
    - 60-days after Biden victory: will need to be ready to act and mobilize to protect the election results
    - Labor laws safe or strengthened under a Biden administration
    - Leadership returns at federal level – Senate & agencies
    - Sit down with Senator Kent and re-establish relationship/dynamics
  + The Election – anti-labor victory
    - Scary – uncertain what to do/feel
    - Will need to change focus to organize around democracy and not just member needs
    - Continued erosion of worker rights/protections; more pro-boss appointments to NLRB
    - Continued legal challenges to collective bargaining with cases potentially heard by conservative Supreme Court
    - Need to continue to hammer the benefit of collective bargaining and organize
    - Wisconsin COVID response as preview
  + Covid-19 – Vaccine/return to work
    - Strengthen telework
    - Focus on safety
    - Advocate for transition time/slow return to the workplace, including understanding for our members as they adjust to change
  + Covid-19 – no return to work
    - Need to track workplace issues and steward caseload; use themes from steward work to identify areas for training for supervisors
    - Be vigilant for management by keystroke
    - Address mental health needs of members
  + Unknown
    - Lawsuit
    - Which commissioners get sacked
    - COVID resurgence and vaccine effectiveness
    - Layoffs & Deficit
    - Free & Fair election – what can we do to prepare members?
    - What is our narrative? How do we remind ourselves of our narrative so we evaluate what we’re hearing against our own values and goals? How do we evaluate what we’re being told: what are the financials? Who are they listening to if not us? What are the inputs?
    - There are more choices than the ones presented: view our members’ and staff’s imagination as a resource.

**Special Board Meeting agenda**

**ED contract**

1. Process
   1. Review
      1. External stakeholder questionnaire
      2. Executive committee questionnaire
      3. Determine how to incorporate board input\*\*
      4. Executive Team analysis
2. Timeline
   1. Data collection – greenlit; end of October
   2. Analysis complete by end of November

**New and returning officer workshop**

Agenda and assignments determined

**Board Agenda**

Board agenda established

**Other Items**

Exec Team spent some time discussing how to best work and communicate with each other.

Exec Team pledged commitments to the October 21 member to member phone bank

M(Butcher)SP to adjourn. Consensus. Meeting adjourned at 4:12.