



BOARD OF DIRECTORS MEETING

April 19, 2019

3460 Lexington Ave N, Shoreview, MN 55126

Final (Approved) Minutes

<p>Present: Executive Team Absent</p>	<p>President Chet Jorgenson 2nd VP Joan Treichel Treasurer Todd Maki Secretary Samsam Abdalla</p>		
<p>Present: Regional Directors</p> <p>Board Absentee Region: Region 11</p> <p>Substitutes: Nathan Hiermaier Marlijn Hoogendoorn</p>	<p>1. Darci Wing 2. Kassie Church 3. -Vacant 4. Amy Braun 5. John Bower 6. Nathan Hiermaier 7. Ellena Schoop</p>	<p>8. Mark Dreyer 9. Stephanie Meyer 10. Ken Kalamaha 11. Jessica Raptis 12. Marlijn Hoogendoorn 13. Lois Tucke</p>	<p>14. Doreen Hernesman 15. Bryan Kotta 16. Darren Hage 17. Mike Terhune 18. Tim Beske 19. Jerry Jeffries 20. John Ferrara 21. Marcia Bierschenk</p>

8:30 a.m.

Call to Order/Roll Call/Announcements/Housekeeping/New Local Officers/Retirements

Adoption of Agenda

MSP (Dreyer) to adopt the agenda.

Time Certain:

9:30 a.m. Ashley Erickson, Text Messaging Program & Membership Materials

- Membership recruitment resources

10:30 a.m. Katie Gregg, Working America

11:30 a.m. Member Comments

11:40 a.m. Andy Trcka & Ann Adkisson, IAF Training

1:00 p.m. Joan Treichel & Debbie Prokopf, BOD Blitz

- Board Blitz will be on May 8th, 2019.

2:00 p.m. Emil Angelica, Board Development

- Discussed the MAPE survey and provided an overview

3:00 p.m. Richard Kolodziejki, Legislative Update

- Provided a legislative update to the Board
- **MSP** Consensus) To move \$100,000 from the political education reserve to the political education account and proceed with the digital campaign if the legislative session doesn't end on time.

Minutes:

DRAFT EXE Minutes:

- April 5, 2019

MSP (Dreyer) DRAFT BOD Minutes:

- March 15, 2019

MSP (Consensus) u13, 200 to 3720

OFFICER REPORTS:

Treasurer's Report

The financial statement in today's packet is for March of 2019. We have collected \$1.6 million in dues income so far this year and spent just under \$1.2 million. Negotiations is a major expense for us so spending may grow to be larger than income this spring but we are on track to collect close to \$6.1 million in dues income this year – about \$400 thousand more than the \$5.7 million we plan to spend.

Our annual financial audit for 2018 is underway. The on-site document review finished up yesterday and we should have a report ready for the May BOD meeting.

We are getting ready to start building a statewide budget for 2020. Ideas for things to include or not include are welcome. Standing Committees that would like a budget amount different than 2018 actual spending should get a proposal to the BOD finance work group (Todd Maki, Amy Braun, Mark Dreyer, Darci Wing) before their next meeting (May 7) if possible. The goal is to have an initial budget ready for the BOD to review in June and approve in July so it is ready for the Delegate Assembly this fall.

Thank you to Locals 801, 1001, 1602 and 1703 for submitting their 2018 budgets. Locals 101, 901, 1303, 1304, and 1501 are still missing. Most locals with checkbooks have completed their 2018 audits but we are still missing audits from 101, 701, 901, 1001, 1303 and 1902. Budgets and audits need to be submitted as soon as possible.

Building Corp

A Building Corp update is included in the Operation and Support Services report. We have met with an architect to study renovating the first floor / ground level as directed by last year's Delegate Assembly. We will also be working on building improvements this spring. Look for new mulch in the outside rain gardens, the removal of planter boxes behind the parking lot, new paint on some of the 2nd and 3rd floor interior walls, and new carpet in common areas this summer. If you notice things that need attention please let Building Corp members know (Todd Maki, John Bower, Ken Kalamaha and Steph Meyer).

Secretary's Report

Minutes

2nd Vice President's Report

Membership Report

Feb. '19 119 new members
 Top recruiter: Ted Snaza, Local 401 – 4 new members
 Top Local: Local 401 – 15 new members
 Total Membership: 11,220 73.9%

March '19 92 new members
 Top recruiter: Jennell Pettie, Local 1301 - 4 new members
 Jerry Schmitt, Local 802 – 4 new members
 Top Local: Local 701 – 7 new members
 Total Membership: 11, 234 74.0%

AFL/CIO training – May 31-June 2nd in Rochester, MN “Tooling Up” Minnesota Unions to WIN; with a Focus on Internal Organizing

MAPE will select 5 members to attend this training

What Participants Will Learn:

- One-on-One Communication Skills
- How to Move Workers to Take Action!
- ID'ing, Recruiting and Developing Key Workplace Leaders!
- Mapping and Charting our Workplace

1st Vice President's Report

ERC Update – increase budget request

1. It was suggested that ERC members should receive the BOD packet. Beth Paris will send BOD packets to ERC members going forward.
 2. It was suggested that for last minute arbitration appeal hearing cancellations, MAPE should send cancellation notices to ERC members via text messaging rather than emails because some ERC members do not check their work emails after work hours.
 3. ERC members were encouraged to have a steward meeting and have an ice-breaker to get to know each other for steward development purposes.
 4. At the next ERC meeting, which is currently scheduled for October 21, 2019, stewards were encouraged to consider how they share or report back their knowledge and experiences with their fellow stewards and/or general membership for steward development purpose.
 5. It was suggested that the ERC try to have a GoToMeeting for the next full ERC meeting on Monday, October 21st.
 6. Rich Ransom, an enforcement business agent, will be out on an extended leave in late May. During his leave, Kelly Ahern will be covering Region 9; Kathy Fodness will be covering Regions 3 and 16; and David Hearth will be covering Regions 6 and 17.
 7. Monthly steward lunch and learn via GoToMeeting – statewide training – Jed Becher and Tabatha Ries-Miller volunteered to do the first half an hour training on exempt, non-exemption, flex and balance schedules. The video will be posted on MAPE's YouTube account. Second topic will be on the Respectful Workplace Policy. Cindy Kolodziejcki and Marlijn Hoogendoorn volunteered to do the second training.
 8. At the April 15th ERC meeting, ERC members passed a motion to send a proposal to the BOD meeting to increase the ERC budget from \$13,200 to \$37,200. The proposed budget would allow all ERC members to attend the quarterly (4) arbitration appeal hearings. The proposal would maintain the semiannual (2) full ERC meetings as they currently are scheduled and budgeted.
- MSP** (Dreyer) To approve the ERC budget from \$13,200 to \$37,200 and allow all ERC members to attend the quarterly arbitration appeal hearings.
9. Basic Steward Training Schedule: May 2nd training will be in Mankato for Regions 18, 19, and 20. The May 10th, Aug. 23rd, and Nov. 22nd trainings will be at MAPE (Shoreview).
 10. Advanced Steward Training Schedule: The July 26th and October 25th trainings will be at MAPE (Shoreview).

President's Report

MSP (Kalamaha) to nominate the agency meet and confer committees and negotiations

Regional Introduction

Negotiations update

Political Fund subgroup

- **MSP** (Dreyer) Stephanie Meyer to join the Political Sub Group

Staff Reports

Staff have been working hard over the strategic priorities: contract campaign; membership recruitment; legislative engagement; chief steward and steward development.

Contract campaign

We opened our contract negotiations with a bang on April 4. There are several agency actions taken place, including: Revenue, Education, MNIT, DHS Direct Care and Treatment and MN State. These are being coordinated through the leadership and action school. The Communications department has produced great stories, images and videos around the contract campaign, as well as using our new text program to drive out turn out.

Legislative engagement

Over 120 members attended Day on the Hill. MAPE and AFSCME hosted a joint rally for the first time with constitutional officers. We are planning a letter-writing and postcard campaign to advocate for fully-funded state agencies. Staff gave a comprehensive overview of the current status of the state agency budgets. Legislative updates will be available on the website till the end of session, including ways for members to get involved.

Chief steward and steward development

Ongoing steward trainings including basic and advanced training, brown bags local trainings, and regional trainings. Stewards are advocating for members in the workplace every day. Report highlighted individual stewards from regions 1, 6, 8, 10, 11, 14 and 19 who are stepping up in a big way, assisting members and presenting grievances with the support of staff. A number of issues have been resolved in favor of members, including back-pay, decreasing the amount of discipline, and reasonable accommodations.

Membership recruitment

Staff are supporting the membership committee and the board to organize the board blitz in May. Operations staff are keeping up with data entry and member records.

Our operations staff continue to support the logistics of all our work, including payroll for all the lost-time activity, supporting locals and committees in their meetings; and administering elections. We are currently preparing our audit, as well as the budget for 2020. Building issues are being worked on, including hot water, clean carpets and painting.

Statewide Committee Reports and PAC

Unfinished Business

- **MSP** (Consensus) to suspend the rules and reconsider the grant proposal for local 2001.
- **MSP** (Ferrara) to approve the grant proposal for local 2001 (\$7-786) to provide training to trainers.

MSP (Consensus) Social media policy for Election subgroup

Policy change: conformity changes of fee payer to non-member

- Beth Paris will be working on identifying changes needed.

Annual Plan

- Schoop will make changes to the annual plan and present it at the May Meeting.

MSP (Kotta) to have a half day BOD meeting for May 17, 2019 (8:00am-12:00pm)

New Business

Ticket policy

- **MSP** (Kotta) to accept the ticket policy as it is written.

Task force on worksite reassignment

- The task force will reach out to leaders and give directions and options in regards to worksite reassignment

Kotta reported that the political fund group has decided to provide \$65,000 to Working America and \$50,000 was approved to DFL for the coordinated campaign

Region Reports

Correspondence

Board Stewards' Report

Meet & Confer Reports – Included

Next Board Meeting(s) **May 17, 2019**

Good & Welfare

Standing Rules:

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

Extensions in 1/2 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.

Social Media in Campaigns Policy

Original Policy Approval Date:

Board of Directors Revision Date:

Summary: Policy on social media use for campaigns.

Policy:

This policy is intended to help candidates manage the use of social media in MAPE elections.

- MAPE Elections Rules require candidates to file campaign literature with the MAPE Elections committee before distribution.
 - Social media platforms include but not limited to blogs, Facebook pages, Twitter, Snapchat, Flickr, Instagram or YouTube.
 - For the purposes of the social media policy, all social media postings are not considered campaign literature.
- Candidates for MAPE elected office are permitted to utilize social media platforms as part of their campaigns.

Requirements

1. Social media platforms include but not limited to blogs, Facebook pages, Twitter, Snapchat, Flickr, Instagram or YouTube.
2. A candidate shall retain a copy of all campaign related materials and must provide them to MAPE upon request of the elections committee.

Candidates are responsible to comply with MAPE Elections Rules on content the candidate originates. The candidate is responsible to monitor their social media platforms and remove postings that violate MAPE Elections Rules and applicable policies within 24 hours or as soon as possible. Anything removed should be captured and sent to the Election Committee.
3. The candidate is responsible for their statements in social media.

- a. Candidates must comply with the requirements of MAPE's governing documents, policies, guidelines and procedures.
- b. Violations of this policy or MAPE's governing documents will be handled under Election Rules, Article X.
- c. As a member of MAPE, you are subject to the Judicial Procedure in the Bylaws if you violate MAPE's governing documents or bring discredit to the organization.

As with any free speech, a candidate should be aware of the implications of making public statements, electronic or otherwise. If social media platform allows for a biography, about section or other logical place to put the following disclosure, it is required: "The views or opinions expressed by me are not endorsed by MAPE; they may or may not coincide with the views of MAPE". This must be included during the entire election cycle.