



## **BOARD OF DIRECTORS MEETING – Draft minutes**

**June 21, 2019**

**Double Tree Hotel, 7800 Normandale Blvd, Bloomington, MN**

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**M = Motion      S = Second      P = Passed      F=Failed**

**Present:** Chet Jorgenson (President); Thu Phan (Vice President); Lynn Butcher (Secretary); Todd Maki (Treasurer); Darci Wing (Region 1); Kassie Church (Region 2); Shanna Schmitt (Region 3); Amy Braun (Region 4; sub); Tonya Fitzgerald (Region 5); Joan Treichel (Region 6); Ellena Schoop (Region 7); Mark Dreyer (Region 8); Stephanie Meyer (Region 9); Jessica Raptis (Region 11); Amanda Hemmingson-Jaeger (Region 12); Doreen Hernesman (Region 14); Bryan Kotta (Region 15); Darren Hage (Region 16); Mike Terhune (Region 17); Tim Beske (Region 18); Jerry Jeffries (Region 19); John Ferrara (Region 20); Sarah Sinderbrand (Region 21);

**MAPE Staff:** Lina Jamoul (Executive Director)

**Guest:** Maggie Dreon (Negotiations co-chair)

**Absent:** Ken Kalamaha (Region 10); Lois Tucke (Region 13)

### **Meeting called to order at 8:30 by president Chet Jorgensen**

Welcome to New Board Members / Introductions

Announcements /Board Buddies: New board members are encouraged to pair up with seasoned board members so that they have a place to go with questions.

### **MSP (Dreyer) to adopt the agenda as modified.**

- Board sponsorship of DA resolution

### **Negotiations Report (Butcher & Dreon)**

- Overview of process – the team met in August 2018 along with Meet & Confer teams and adopted a strategy that included continued member engagement, transparency with the membership, the creation of contract action teams (CAT), and continued actions to support supplemental negotiations; through listening sessions, the negotiations survey, and direct input from members through the website, the team had over 8000 touch points that helped the committee determine their priorities and develop themes for their proposals. Members had opportunities to engage in the negotiations process by sharing their stories and participating in actions at throughout the process. MMB's lead spokesperson changed three times by the end of Push Week; this caused some difficulty in the process as it added some unpredictability; further, MMB was uncomfortable with the campaign to engage our membership and attempted to weaken it by requesting mediation early.
- Push Week Results – A voluntary settlement was reached at approximately 11 pm, June 19, 2019; the tentative agreement includes a number of important wins including:
  - A mechanism for removing Letters of Expectations from personnel files
  - An opt-in pilot program for Student Loan Repayment

- Continued Phased Retirement modified to benefit both members and agencies
- Expanded ability to qualify for severance
- A solution for bereavement leave when members do not have sick time balance
- Time off for tribal voting
- Expansion of the definition of family for sick time use
- Notice of end of appointment for temporary unclassified
- Pilot for hiring bonuses, referral bonuses, and the ability for MMB to make equity adjustments to pay when new hires are brought in higher on the scale.
- New IT pay grids
- MMB's commitment to sharing best practices in developing career maps and creating a toolbox for MAPE members to help them plan their careers, as well as the reinstatement of mobility assignments that will allow MAPE members to try out jobs in other agencies.
- Gender neutral language
- Across the board increases higher than last contract
- Fighting back over \$98 Million in healthcare increases
- Fighting back reduction of 10% income for MAPE members that take call
- Fighting back no wage increase for MAPE members who have been classed down and are above their current pay grid
- Fighting back reduction of pay due to shift differential recalculation
- Fighting back against eliminating sick and vacation time for MAPE members classified as intermittent, but who work an average of 180 days a year
- Fighting back to ensure bumping rights at layoff
- Fighting back to ensure the employer continues to pay for lunch when assigning members to work more than 35 miles from their permanent worksite
- Fighting back against limiting unpaid sick leave to 1 year per illness including those that may recur like cancer or MS
- Fighting back against an attack on MAPE's ability to access new employees, members' ability to mobilize and receive training, and our officers' ability to work for us
- The Negotiations committee recommended to the board that the tentative agreement be sent to the membership for a ratification vote. The Negotiations committee recommended that the membership approve the tentative agreement.

**M (Jorgensen) SP for the board to agree to the tentative agreement and recommend ratification by MAPE Members.**

Negotiations timeline:

- June 27 all member tele-town hall @ noon;
- July 8: 30-days of informational meetings, as required by bylaws, posted to MAPE website
- July 9 Go-To meeting for local leaders;
- August 9 last day for membership;
- August 14-26 voting.
- Once MAPE and AFSCME both ratify, MMB will send to SER to schedule a hearing, which they must do within 30 days.

Time Certain:

11:30 Member Comments – there were no members offering comments

## **Officer Reports**

### **Secretary Report**

Review of March BOD minutes: **M (Dreyer) SP to approve the minutes from March.**

Exec Committee Draft minutes

Posting minutes on the website – reviewed (Maki) the process for posting local meeting minutes on the MAPE website so new board members would be able to assist locals; this information will also be shared at new officer training.

### **Former 2<sup>nd</sup> VP Report**

Before the report, President Jorgensen and Executive Director Jamoul recognized 2<sup>nd</sup> VP Treichel as being the most successful 2<sup>nd</sup> VP in MAPE history and for her contributions in bringing relational organizing to MAPE and all of her efforts to grow the membership

Membership Update - Up 115 new members 11216 total; 73.4%

Recruiter of the Month - Jerry Jeffries recruited 9/14 new members in 1902

Director Ferrara updated the board on Region 20's efforts to build leadership in all of their worksites, which included a grant from the board for two training sessions on history of labor, answering questions, how to have a one on one. The first training has occurred and all have committed to go out and talk to people and get people signed up for membership drive in July around contract. The second session is scheduled and already has 8 people signed up.

### **Treasurer Report**

Review of monthly financial statement (Maki), which shows MAPE in good fiscal shape.

Board Finance Workgroup 2020 budget recommendation – asked (Maki) the board for guidance on which of three membership scenarios: 65% Membership, 70% Membership, and actual (73.5%) to use in preparing the final budget recommendation for Delegate Assembly. **M (Beske) SP to use 70% Membership in preparing the final budget recommendation.** Guidance was also sought for grants and scholarships. **M (Jeffries) SP to move grant money and administration to the newly formed councils. M (Jeffries) SP to fund scholarships and have them administered by a board workgroup.**

Building Corp Update – Board recessed for a discussion about the building corp and reconvened afterward.

### **Vice President Report**

ERC Appeals Panel met and heard two cases; voted to not overturn decision in either case. Updated (Phan) the board on the new grievance online form and the process.

Training for Stewards – no longer looking to send to bullying university training; not thinking about bringing Nami for training; did want to talk about the Steward Summit. **M(Phan)SP to approve \$51,159 from 2019 relational organizing budget for training at Steward Summit in December.**

### **President's Report**

Organizing Council and Political Council appointments – appointment recommendations will be forthcoming, and a phone call to approve them will be scheduled in the next week. Councils will meet July 9 & 10 and the chairs will be selected at those meetings, afterward, the chairs will join both Executive Committee and the board.

New Local Officer/New Board Member Training will be August 23 all day at MAPE Central.

The special elections timeline for VP and locals that have vacancies has been set:

- June 28, nominations period opens
- July 29, nominations period closes
- August 13, voting opens
- August 27, voting closes
- August 30, winners announced

## **Executive Director Report**

Provided (Jamoul) overview of MAPE Central structure for new board members and explained that additional information would be provided at new officer/board member training.

Provided (Jamoul) a two personnel updates:

1. Richard Kolodziejcki, Public Affairs and Communications Director has resigned. He is leaving on good terms for an opportunity with the Carpenter's Union where he will be overseeing six states. Richard's last day is July 1, and recommendation is to immediately post to fill behind. **M (Beske) SP to recognize Richard for his outstanding service to MAPE.**
2. Addressed increased line item on budget for additional MAPE Central staff; this is because Lead Enforcement Business Agent Kathy Fodness has begun a phased retirement that will last over the next two and they expect the need to hire an additional EBA once she has reduced her hours – sometime in the next year. This hire will be a full time position, and Kathy will spend time transferring her knowledge on ERC, respectful workplace/anti-bullying, and locals.

## **Introduction to Board Workgroups**

### **Delegate Assembly**

Provided (Wing) an update from the DA Planning Workgroup; DA will be held at DoubleTree in Bloomington; depending on the number of resolutions, they intend for breakout sessions during this year's DA on: Political and Organizing Councils; Meet & Confer, Diversity & Inclusion; Steward development & leadership, and have five rooms reserved for that purpose.

The resolution deadline is July 5.

There will be no t-shirts this year, and instead will be coolers and cups.

Request (Ferrarra & Kotta) for board sponsorship of DA Resolution to require MAPE Central to host Statewide Candidate forums. **M(Ferrara)SP for board to sponsor amended resolution (language at end of minutes).**

### **Tech Advisory group**

Explained (Kotta) the purpose of the tech advisory group to new board members and that the group had ordered new laptops, which will be distributed at the August board meeting; members can also stop by MAPE Central before that if they arrange with Davia Curran; members can also use their personal laptops if they want.

### **Board development workgroup**

Explained (Maki) about the board development workgroup and pointed everyone to the brief survey about today's meeting that is part of the board packet. Information from the survey will be used to develop training for new board members.

### **Board Stewards**

Board Stewards Jeffries and Schoop explained their role to new members: to help ensure respectful interactions and intervene when emotions become hot; they reminded board members of the posted code of conduct and explained how Executive Session works.

### **Hiring workgroup**

Provided (Jorgensen) an overview of hiring process for staff positions and asked if anyone was interested in filling the open position. Sarah Sinderbrand will join the workgroup

Any Other New Business

Ken Kalamaha, overview of Region 10 – carried over to August

Old Business

Policy changes: changing “fee payer” to “non-member” – carried over to August meeting

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

Next Board Meeting(s) July 19, 2019

Conference call (from noon until 1:00)

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.

## 2019 MAPE DELEGATE ASSEMBLY RESOLUTION

Equal Access to Statewide Elections
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- Whereas the creation of statewide councils has greatly increased the number of candidates running for office.
  - Whereas the travel distances in greater Minnesota are a significant obstacle for candidates from greater Minnesota to participate equally in campaign forums.
  - Whereas campaign forums held at the same date and time diminish candidate engagement
  - Whereas it is nearly impossible to facilitate campaign events without violating campaign conduct rules relating to state e-mail addresses, because there are not contact lists.
  - Whereas MAPE has the resources to expand access to the elections process.
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- Resolved, the statewide elections committee, prior to voting opening, shall hold campaign forums for each contested statewide election.
  - Resolved, these statewide campaign forums be conducted in a manner that allows members participate remotely.
  - Resolved, the statewide election committee shall securely publish the contact list for candidates and local elections committee members to the MAPE portal.
  - Resolved, local election committees shall publish their campaign forum dates on a calendar on the MAPE portal.
  - Resolved, that the use of MAPE owned laptops and software shall be authorized for usage at campaign forums to facilitate equal access of remote candidates.

Passed by	Date
MAPE Board of Directors	21 June 2019
Bryan Kotta	21 June 2019
John Ferrara	21 June 2019

Contact Name	Contact E-mail Address	Contact Phone
John Ferrara	<a href="mailto:Jdferrara60@gmail.com">Jdferrara60@gmail.com</a>	(507) 251-6228
Bryan Kotta	<a href="mailto:kottab@gmail.com">kottab@gmail.com</a>	(701) 371-6609

<b>ELECTION RULES</b> <b>Article IV – Campaign Support</b>	<b>Resulting Language</b>
<p>1. <b>General Resources.</b> Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p>	<p>1. <b>General Resources.</b> Candidates shall not accept support of money, facilities, paid labor, or other goods or services for the benefit of their campaign from any profit or non-profit corporation, unit of government, political action committee, or collective bargaining representative or an affiliate thereof.</p>

2. **MAPE Resources.** Except as provided in these rules; the funds, staff, materials, equipment, and facilities of MAPE shall not be used with the purpose or clear effect of benefiting or harming any candidate's campaign. Candidates shall not solicit campaign contributions at MAPE's offices or during the official business portions of MAPE sponsored events.
3. **Campaign Forums.** The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates.
4. **Distribution List Security.** MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted.

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3. **Campaign Forums.** The Elections Committee or local officers may arrange forums to allow candidates to express their views. Any such forums shall be made available on an equal basis to all candidates. The statewide elections committee shall hold a candidate forum for each contested statewide election, prior to voting being open. These statewide campaign forums sponsored by the statewide elections committee shall be held in a manner that allows members to interact with the candidates from remote locations. The MAPE portal shall be used to show the schedule of all campaign forums.
4. **Distribution List Security.** MAPE shall maintain control of election lists. No access to MAPE election lists for campaign purposes shall be permitted except for the following: A list of statewide candidates and their personal contact information shall be provided to local elections committees for the purpose of facilitating local campaign forums. A list of local elections committees personal contact information shall be provided to statewide candidates to facilitate local campaign forums. The MAPE portal may be used to publish these lists.