CONSTITUTION

AMENDED BY: DELEGATE ASSEMBLY 2026

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MAPE Constitution

Article I

Name

The name of this organization shall be the Minnesota Association of Professional Employees, hereinafter referred to as MAPE.

ARTICLE II

Purpose

The purpose of MAPE is to represent its members with respect to all terms and conditions of employment, to promote the welfare of the membership, and to advance the interests of all governmental employees. MAPE is dedicated to the principles of fair and equal representation obtained by democratic methods.

ARTICLE III

Membership

Section 1. Membership.

Except as otherwise provided in this Constitution, any person, without regard to race, color, national origin, creed, religion, political belief, sex, marital status, sexual preference/orientation, status with regard to public assistance, age, or disability, shall be eligible for full and equal membership in MAPE upon meeting the qualifications for membership set forth in the Bylaws.

Section 2. Dues.

Membership dues shall be set by majority vote of the Delegate Assembly and with at least 30 days notice of proposed changes to all members of MAPE. Membership dues shall be of an amount sufficient to cover the cost of operations of MAPE.

ARTICLE IV

Structure

Section 1. Delegate Assembly.

All sovereign powers of MAPE shall be vested in the Delegate Assembly, when in

session. Its powers include, but are not limited to, the authority to establish MAPE policies, approve budgets, levy dues, amend the governing documents, and adopt procedures for statewide, regional, and local officer elections. The Delegate Assembly shall meet at least annually in the fall.

Section 2. Board of Directors.

The Board of Directors shall be the highest legislative and policy-making body of MAPE, except when the Delegate Assembly is in session. The Board of Directors shall possess all the legislative and policy-making authority of the Delegate Assembly except the power to amend the Constitution and the Election Rules. The Board of Directors shall have the authority to make binding interpretations of all official MAPE documents including, but not limited to, the governing documents. The composition and functions of the Board of Directors shall be as provided in the governing documents.

Section 3. Executive Committee.

The Executive Committee shall conduct the business of MAPE between the meetings of the Board of Directors and shall perform other duties as directed by the Board of Directors.

Section 4. Statewide Officers.

The Statewide Officers of MAPE shall be the President, Vice President, Secretary, and Treasurer. Statewide Officers shall perform duties as prescribed by the governing documents, policies, rules, and governing bodies of MAPE. Eligibility, vacancies, absences (short-term or extended), nomination, and elections of Statewide Officers shall be as prescribed in the governing documents.

Section 5. Regions.

There shall be subdivisions of MAPE, known as regions, which shall be established on a geographic basis by work location.

Section 6. Locals.

There shall be locals within regions. Locals shall be established on a well-defined geographic basis by work location. The processes for establishment of Locals, their boundaries, officers, and jurisdiction shall be as provided in the governing documents.

Section 7. Board of Trustees.

A Board of Trustees consisting of five members shall be elected by the membership. The Board of Trustees shall verify income and expenses of MAPE according to Generally Accepted Accounting Principles.

Section 8. Stewards.

The position of steward is established by labor agreements and usage and not

by MAPE's governing documents. Therefore, unless otherwise stated, references to "position" and "office" in the governing documents do not pertain to Stewards or Regional Steward Directors.

ARTICLE V

Indemnification

MAPE shall defend, save harmless, and indemnify any Regional Director, Officer, member, and employee of MAPE against expenses, attorneys' fees, judgments, fines, and amounts paid in settlement actually and reasonably incurred by any of the above mentioned individuals in connection with any tort, civil, or equitable claim or demand arising from the conduct of MAPE's business in accordance with MAPE's governing documents and other rules and policies, whether groundless or otherwise, arising out of an alleged act or omission occurring during the period of engagement of MAPE's businesses if the individual provides complete disclosure and cooperation in the defense of the claim or demand and if the individual was acting within the scope of proper authorization. Such person is conclusively presumed to have been acting within the scope of their relationship with MAPE if the MAPE President or Vice President issues a certificate to that effect as ratified by the Board of Directors.

ARTICLE VI

Quorum

For meetings of the Delegate Assembly, a quorum shall consist of a simple majority of the delegate positions authorized in the Bylaws. For meetings of the Board of Directors, a quorum shall consist of a simple majority of the Board members.

ARTICLE VII

Affiliation

MAPE may affiliate or disaffiliate with other organizations only after approval by a majority vote of the membership conducted by a secret ballot. This ballot can only occur after a majority vote of the Delegate Assembly or a majority vote of the Board of Directors.

ARTICLE VIII

Amendments

Section 1. Amendments to the Constitution.

Amendments to the Constitution of MAPE may be approved by the Delegate Assembly with a two-thirds vote of the delegates present and voting or by a

two-thirds vote of the membership vote received by secret ballot.

Section 2. Notice.

Prior written notice with copies of all proposed amendments or revisions to the Constitution must be mailed, emailed, or made available electronically to all delegates and alternates and posted on the MAPE website at least 30 days prior to the Delegate Assembly. This notice shall identify the proposals as amendments or revisions. Individuals submitting proposed amendments or a revision must be members when the Delegate Assembly is convened, or their amendments will not be considered.

Section 3. Amending Amendments.

Proposed Constitution amendments or a revision may be further amended at the Delegate Assembly at which they are considered. Such amendments must be germane to the original amendment, must be consistent with the intent of the original amendment, and must not create a greater change in the Constitution than the original amendment.

ARTICLE IX

Parliamentary Authority

The most recent edition of Robert's Rules of Order, Newly Revised, shall be the parliamentary authority of MAPE.

ARTICLE X

Dissolution

In the event of dissolution of MAPE, all assets shall be sold at public auction and the proceeds distributed on a pro-rata basis to those members of record on the date of dissolution.

ARTICLE XI

Governing Documents

The governing documents of MAPE are the Constitution, the Bylaws, and the Election Rules. Each governing document shall include instructions explaining how it can be changed.