



**MINNESOTA ASSOCIATION  
POLITICAL COUNCIL MEETING**

**May 14, 2021**

**Minutes**

Chair Cotter called the meeting to order at 9:03 A.M.

**Roll Call:** A quorum was established

**Present:** Chair Cathleen **Cotter**, Vice-Chair John **Ferrara**, Secretary Amanda **Hemmingsen-Jaeger**, Nicole **Juan**, Chet **Bodin**, Monica **Weber**, Rebeca **Sedarski**, MAPE Staff Leah **Solo**, MAPE Staff Devin **Bruce**

**Absent:** (excused)

**Abbreviations:** Political Council (PC), Political Action Committee (PAC), Political Fund (PF), Organizing Council (OC)

**Business:**

- Welcome
  
- **Motion:** Approve April 9<sup>th</sup> and April 30<sup>th</sup> minutes (**Juan**)
  - Second (**Ferrara**)
  - Passed
  
- Legislative Updates (**Solo, Bruce**)
  - May 15<sup>th</sup> Rally
    - Starts at 2:00 PM at Leif Erickson Park at the Minnesota Capitol
    - Speakers include President Megan Dayton, Governor Walz, Minority Leader Susan Kent, Deputy Majority Leader Liz Olson
  - Waiting on budget targets
    - Slow-moving conference committees and meeting cancellations
    - Special Session anticipated for June, with expectations of continuing to work in the interim
  - Pharmacy Benefits Manager (PBM)
  - Budget
  - MN State Day on the Hill report back

- Successful
  - Different format than others
- Future in-person meetings discussion
  - Will further discuss at June meeting
- 1x1s Check-in
- **Motion:** Approve workgroup resolution, and recommend to Board of Directors for approval (**Ferrara**)
  - Second (**Juan**)
  - Passed
- Executive Committee Update
- Post-session plans
  - Geographic development
    - Concrete things to do in specific areas
  - Post-session report out to the locals?
- Continued collaboration
  - Political Action Committee (PAC)/Political Council (PC)/Political Fund (PF)
  - Support for continuing to engage and future meetings
  - PAC openings and recruitment
  - PAC update (*See Appendix A*)
- Onboarding new members
  - Training
  - Ongoing development
    - “sponsoring/mentoring”
  - Review bylaws, charter, Roberts Rules
    - Previous reports
  - Invite to past members to celebrate
  - Appointments?
- **Motion:** Create a subgroup of 3 PC members to create a “Welcome binder” for new members (**Ferrara**)
  - Second (**Sedarski**)
  - Passed
  - Volunteers – Hemmingsen-Jaeger, Juan, Ferrara
  - Beginning brainstorming list (*See Appendix B*)
  - June – Approve content; July – Packet completed

- Legislative Priorities
  - Staff directed to link “Legislative Priorities” document within next newsletter for member review and solicit feedback
  - Feedback window will be reviewed by PC, revised, and presented for approval at next DA
  
- Joint Training with Organizing Council (OC) on Texting
  - Presenter: MAPE Staff Ashley Erickson
  - Voluntary Texting on the petition

**Next meeting:** Friday, June 11th at 9:00 AM

**Adjourned at 3:00 PM**

**Back-up Note-Taking Rotation:**

June – Nicole

## **Appendix A. PAC Board Next steps (DRAFT):**

- **May:**
  - **Workgroups meet:**
    - *(screening/local to clean up language (Nicole, Ben, Whitney)*
    - *endorsements first meeting (Monica, Lynn, Nicole, Ben)*
    - *finance regular meeting (Ben, Vernitta, Devin)*
    - *general gov docs review workgroup (Ben, Nicole, anyone else?)*
  - *PAC Board members present to political council, exec, local leaders, other MAPE groups to get input on our discussions*
  - *Recruit PAC Board candidates!*
  
- **June/July: Full PAC Board Meeting:**
  - *Workplan*
  - *Final decisions on governing documents changes (next steps depending on decisions ie: temp staff, etc.)*
  - *PAC Board member interviews*
  - *Review screening questionnaires*
  - *Door knocking/electoral activities for Fall 2021?*
  - *Redistricting conversation*
  - *Revenue activities (we make mn)*

### **General Process:**

1. *Presenting results from workgroup brainstorms and discussions*
  2. *Will go through the general ideas forwarded from these conversations, then look at the specific areas of the policy that could be updated*
  3. *Parallel to the policy, there were some 'misc' ideas that arose in how to potentially implement these ideas, along with a discussion of funding and/or structural needs for the PAC, which will be discussed below*
  4. *These ideas and language are to begin discussion and are not intended to be a final proposal; looking forward to a robust discussion and a plan to share these ideas with other MAPE leaders to gather input before final decisions are made.*
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- **Note:** Nicole added language/comments in these sections based on conversation today - feel free to add your own/work with ideas in the bullets or governing document language (tracking with underlines and ~~striketrough~~ or comments)

### **Local Endorsement Ideas:**

- **Compiled by: Nicole Juan, Steph Fenner**
  - Same basic outline as other endorsements
  - Allow for current MAPE members, or previous MAPE members (who are no longer in a MAPE represented position)
  - Add language much like in the MAPE gov docs that Members should be in good standing, not crossed picket lines, etc. (and same goes for previous members)
  - Language that MAPE PAC Board may vote to financially support local candidates up to \$100 per calendar year. (limits, CFB?)
  - Note: how we advertise to let folks know about the opportunity
  - Articulate our why: define local races (what we care about, what we can contribute to, how this relates to MAPE and our work)

- Clarify what endorsement means: in name, sharing lists, money, volunteer hours

#### Screening Ideas:

Compiled by: Nicole Juan, Ben Nicla, Whitney Terrill

#### References:

<https://mape.org/mape-pac-charter/mape-pac-endorsement-policy>

#### Statewide Candidates:

- Review endorsement screening language
- Add screenings section:

#### Options/Brainstorm:

- Timing (December of odd number years; additional?)
- Process
  - Invite announced candidates
  - MAPE PAC Members invited (must contribute to PAC to be a PAC member)
  - Facilitated by MAPE PAC Board
  - Solicit questions in advance; use general question list as template
  - Town hall style? Speed dating style?
  - Find creative/engaging ways to hold the event
- If not abundantly clear (and a previously endorsed SW candidate is not present):
  - Hold speed-dating style event for elected MAPE leadership (Board, Councils, Standing Committees, Local Presidents, Local leadership, etc.)
- Questionnaires
- Clarify - all officers? Make sure there is *may* language to give discretion to the PAC Board

#### Legislative Candidates:

- Auto expedited endorsement (one member can cause review)
- Divide up into sections to tackle, PAC Board members being lead facilitator for at least 1 region (follow PC development zones? Targeted races? Other ideas? Determine zones at a given time e/o year for when targets change? How can we build this to last beyond this cycle?)
  - Clarify on the number feasible to do; speed-dating style could host one event for multiple candidates (i.e. one SD and two reps races); Start with a small number to pilot for 2022?
  - Do this in a way to build excitement and engagement
  - Use event to clarify what we care about as a union
  - Frame as gathering input/straw poll but only PAC Board has final endorsement power
  - Idea is to have each PAC Board member lead a regional endorsement day/weekend/etc. Depending on the number of races.
  - Outreach to MAPE leadership and members in that area; only those who contribute to MAPE PAC and are therefore PAC members may participate
  - Town hall style for large

- Mostly small room (library, coffee shop) for small (noting and accounting for costs of room, beverages, lost time, travel, recruitment, etc.)
- PAC Board member(s) who facilitates the session completes summary report and brings to full PAC Board for final endorsement
- See specific language below

#### Misc:

- Create annual work plan
- Calendar (endorsement, when walls go up, caucus prep, political activities)
- Goals (fundraising, member engagement)
- Listening sessions around the state -> what some local priorities might be, 1:1s (working with Political council)
- Who does this? Who is responsible for which piece
- Ongoing committees: Finance (audit, reporting, endorsement payment, budget, fundraising goals), Screenings (scheduling, recruiting, questionnaires) Executive [work plan, regular PAC meetings & agendas, liaison w/ other MAPE political entities (political fund, political council), etc.]
- Increase size of PAC Board (by 2?) (funding to cover increased travel/lost time/etc); potentially saying that the PAC Board shall be no fewer than 9 and no larger than 11 members; quorum is a majority of seated members

#### Funding needs:

- Organizing recruitment and candidates
- Travel money
- Snacks/Beverages to screening committees
- Lost time (PRN)
- Work in evenings/afterwards
- Trainings
- Materials needed (difference between PAC board member, endorsement process, how to run for office, learning how to do electoral work etc)
- Staffing (additional hours/needs/support?) potential for temporary staff member(s) - price out what that would mean for pay/benefits; management clarification, clear work goals and parameters (outreach to MAPE leaders, organize screenings, events, etc. with candidates and members and PAC Board, etc)

Charter -- Endorsement Policy

MAPE PAC -- Endorsement Policy

#### Statewide

MAPE-PAC Board (~~the PAC~~) will make all arrangements to screen candidates for statewide office. Statewide candidates eligible for endorsement are Governor/Lieutenant Governor, Attorney General, State Auditor, and Secretary of State. Previously endorsed candidates for statewide office ~~are not required to~~ may be screened to be endorsed.

A statewide candidate must request endorsement from the PAC. The MAPE-PAC Board of Directors (the PAC Board) will then arrange a screening open to all candidates for that office. Screenings will be used to determine which candidate best supports issues important to state employees, working families and organized labor.

Screenings for statewide candidates should include invitation to all MAPE PAC members, and facilitated by PAC Board members. If additional discussion is needed to aid the MAPE PAC Board come to a decision on a statewide candidate endorsement, the PAC Board may call a additional session with MAPE leaders (Board of Directors, Standing Committees, Local Presidents, Statewide Councils, etc.) for input.

An endorsement, no endorsement, or deferred endorsement for statewide offices may only be given by a majority vote of a quorum of the PAC Board.

## **Legislative**

The PAC Board will arrange to screen candidates for the Minnesota State Senate and Minnesota House of Representatives.

~~non-incumbent candidate or incumbent~~ Candidates (non-incumbent or incumbent) must request endorsement from the PAC. The PAC Board will then arrange a screening of a candidate to determine if that candidate supports issues important to state employees, working families, and organized labor. An endorsement is given by a majority vote of a quorum of the PAC Board.

The PAC Board may decide not to endorse or to defer an endorsement in a state senate or state house race.

Using legislative vote scores on MAPE issues, an exception to screening of incumbent legislative candidates may be given. Incumbent office holders reaching a vote threshold of pro-MAPE votes on legislative issues as selected by the PAC Board shall receive automatic expedited endorsement.

Votes during the past legislative session and “life time” vote scores will be utilized. This threshold for automatic endorsement will be established by the PAC Board.

However, Any member of the PAC Board may request to review an individual expedited endorsement. Upon review, under extraordinary circumstances, an expedited automatic endorsement may not be given, as outlined above and a candidate may be required to screen with the PAC Board. This vote shall be by a majority vote of a quorum of the PAC Board.

## **Candidates for Local Office**

The PAC Board will arrange to screen candidates for local office on a case-by-case basis. Criteria may include:

1. Current MAPE members in good standing
2. Previous MAPE members no longer in MAPE represented positions, who were in good standing during their membership

A candidate must request endorsement from the PAC. The PAC Board will then arrange a screening of a candidate to determine if that candidate supports issues important to state employees, working families, and organized labor.

An endorsement is given by a majority vote of a quorum of the PAC Board.

The PAC Board may decide not to endorse or to defer an endorsement for a local office.

The Board may decide, in addition to endorsement, to financially support local candidates up to \$100 per calendar year, contribution of volunteer hours, PAC member lists etc..

## **Screening of Candidates**

The PAC Board will screen candidates seeking endorsement, with the exception noted under the Legislative section of this policy.

The PAC Board may designate an individual member or members of the PAC Board to screen candidates. These PAC board members will make a recommendation on endorsement to the PAC Board. The PAC Board shall take this recommendation under advisement when making an endorsement decision.

The PAC Board may also designate other MAPE members or former MAPE members to assist in screening candidates. These MAPE designees will provide input and/or make a recommendation on endorsement to the PAC Board. For instance, the PAC Board may organize forums in targeted districts by engaging PAC members in that legislative area. A PAC Board member should facilitate these events, while the PAC members in the legislative area participate and provide input and/or recommendations to the PAC Board. The PAC Board shall take this recommendation under advisement when making an endorsement decision.

All endorsements must be made by the PAC Board.

To ensure a fair and open endorsement process, the PAC Board will make a good faith attempt to notify interested candidates for an office that screenings of candidates for that office will occur.

## **Revocation of Endorsement**

An endorsement given by the Board may be revoked by a majority vote of a quorum of the Board for just cause. Just cause shall be determined by the Board.

*Additional section(s) needed for governing documents:*

- 1. Timelines/explaining when wall goes up/understanding? Or say that the PAC will create and the board will sign an agreement at x time in the 2 year cycle?*
- 2. Standing committees (finance, screenings, executive)*



## **Appendix B. Political Council Onboarding ideas:**

### **Onboarding Subgroup:**

1. John (will call first meeting)
2. Amanda
3. Nicole

### **General ideas:**

- have a set outline/set of documents to reach out to folks
- Have council leadership and other members set up 1:1s
  - New members have “buddy” or “sponsor” or “mentor” to connect with regularly and talk through history/culture/etc.
- BINDERS (put these docs in a padfolio!)
- ½ day orientation for onboarding
- Use slide from Dunaway

### **Binder contents:**

- PC minutes (and where to find them electronically)
- PC Charter and Bylaws (and where to find them electronically)
- PC Reports to Board of Directors
- PC Contact list (members, staff (including Davia, Sierra, etc.))
- PC Workplan

### **Topics to Cover:**

1. MAPE & PC Structure:
    1. Where we sit in org
      1. General MAPE structure (board, exec, negotiations, MC, other standing committees and workgroups); DA
      2. Contract (and where to find them electronically)
  - b. Chair = board/exec
  - c. PAC members
  - d. Difference between PF/PAC/PC
    - e. Who does what: staff, pc, leadership, different PC roles (secretary, liaisons, etc.)
2. Documents review
    - Charter
    - Mission vision values
    - Bylaws
    - Work plan
    - Major goals and timelines
    - Major activities (DOH, Development Zones, Legislative Priorities)
  3. Expectations
    - Monthly 1:1s
    - Political activity
      - Vol hours
      - Leadership/organizing pol activities

4. Legislative
  - Development Zone Adoption and work
  - PC updates to locals
  - Working with outside groups/events
5. General work
  - When we meet
  - Agenda items
  - Lost time/reimb and processes (w2)
  - Travel policy and process
  - Association letters and navigating timesheets etc
6. Leadership development
  - Trainings
  - Opportunities
  - Labor notes, other conferences
7. Communication
  - Slack: how to get in, what channels are for, how to find documents
  - MAPE email
  - MAPE swag

**Offboarding Ideas:**

- Rager party
- Exit interview (develop)
- How do we honor outgoing members
- Plaque in MAPE central to show record of membership
- Spot on Website of PC alumni
- Something tangible

**Members 2019-Present**

1. Megan D
2. Jess G
3. Jason B
4. Whitney T
5. Monica W
6. Rebeca S
7. Chet B
8. John F
9. Cathleen C
10. Amanda HJ
11. Nicole J