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**Reimbursement Policy**

**Delegate Assembly Revision Dates:** 12/13/2002, 7/19/2013, 9/23-24/2016, 10/8/2022

**Board of Directors Revision Dates:** 5/16/2014, 10/21/2016, 2/17/2017, 11/17/2017, 3/15/2018, 2/15/2019, 7/15/2022, 2/17/2023

**Summary:** For the effective conduct of official MAPE business, MAPE may authorize reimbursement for lost time, from your MAPE represented position, or expenses that do not exceed budget restrictions.

**Related Information:** Treasurer’s Manual, MAPE Budget, Elected Statewide Reimbursement Policy

**Policy:**

**Pre-authorization**

Authorization is required prior to the incurrence of the actual lost time or expenses.

**Official business**

Official business is defined as: those duties directed by the MAPE President, Executive Committee, Board of Directors, or Delegate Assembly. Any duty not previously budgeted for shall be charged to the budget of the body ordering the duty.

**Requests**

Requests for expenses or lost time shall be made on approved forms available from the MAPE office and on the MAPE website. Requests for reimbursement are to be made as soon as possible following the expenditure. To allow for the accounting year, everyone is requested to get all December billing in immediately and, if unable to get the actual billing in by December 26th, to submit an accurate estimate with the actual billing to follow as soon as possible.

In order for the reimbursement to be valid under the following categories, the Treasurer must initial, date, and attach an explanation to each individual reimbursement:

* Missing signature(s). Reimbursement may be authorized as long as the expense is within the MAPE Reimbursement Policy guidelines.
* Expense reports without receipts. Reimbursement may be authorized if the expense is less than $50 and is approved by the Treasurer.

All credit card receipts must contain an itemized list of the purchase(s) for reimbursement. Any items paid by a business agent or member shall be charged to the appropriate local or committee.

Items not specifically covered by these policies will be considered upon specific written request to the Board of Directors' Finance Workgroup.

**Request Approval**

Decisions on the validity of any reimbursement shall be the responsibility of the Statewide Treasurer. The determining factor regarding the validity of reimbursement shall be based on the direct benefit to MAPE being greater than the benefit to the individual. The Treasurer's decision may be appealed to the Board of Trustees. Any reimbursement decision still questioned may be appealed to the Board of Directors for final determination.

Anyone with authority to approve MAPE expenses shall not approve their own expense reports.

The Treasurer, with concurrence of the Statewide President, has the authority to withhold payment or take corrective action on items that they deem to be inconsistent, need further justification, or are not in the best interest of MAPE. Written notice to the MAPE member or staff will accompany the check or be in replacement of the check if expenses are denied. Appeals to the Board of Directors for final determination are always available. Appeals must be in written form and submitted to the Statewide President at least 10 working days prior to the scheduled Board meeting.

**Alcohol**

MAPE funds will not be used for the purchase of alcoholic beverages.

**Lost time**

Payment for lost time shall not be for an amount in excess of actual time lost, from your MAPE represented position, or over a maximum of eight (8) hours unless the individual works a flex day (9 or 10 hours) or qualifies for travel time payment. Up to eight (8) hours of lost time will be paid for persons conducting MAPE business on a flex-day off. Lost time for evening hours or weekend hours will only be paid to those persons scheduled and missing work to conduct MAPE business during those times or travel time. In no case shall an individual be paid more than eighty (80) hours lost time per payroll period. These hours are exempt for FLSA purposes. MAPE will reimburse lost time in addition to their eight (8) hours of lost time wages for those traveling, computed as the round-trip mileage divided by 55.

By so indicating on the lost time form, MAPE-represented employees in active payroll status and on union leave without pay while performing MAPE duties may elect MSRS or TRA contributions to be continued with MAPE paying employer share and deducting employee share for any lost time.

Lost time may be claimed when using the following leave status:

* Vacation
* Union Leave
* Salary Savings
* Approved unpaid leave
* Paid Parental Leave
* Comp time
* Flex day off (up to 8 hours)

Lost time may not be claimed when using the following leave status:

* Sick
* FMLA
* Unpaid medical leave
* Short-term disability
* Long-term disability

**Lost Accruals**

When taking unpaid leave for union activities which results in loss of sick and vacation accruals, members will be paid for one additional hour of lost time per calendar day to offset these lost accruals.

This does not apply to Board of Directors or Negotiations Committee members who may use approved union leave which does not affect accruals per MAPE Contract Article XIV Section 3d Association Leave.

**Lodging**

MAPE members performing official business of MAPE shall be granted lodging if the following criteria is met:

* Member is or will be in travel or work status prior to 6 am or after 7 pm.
* Authorization is given through a committee chair, the Board of Directors, or a statewide officer.
* Lodging request is made through MAPE Central.
* Lodging expenses do not exceed the hotel rate negotiated by MAPE.
* Lodging expenses directly billed to MAPE do not include any other charges, i.e., phone calls and meals, unless authorized prior to incurring the expense

**Personal telephone calls**

Actual documented personal telephone call charges may be reimbursed. The maximum reimbursement for each trip shall be the result of multiplying the number of nights away from home by the MAPE/state contract rate.

**Mileage**

When a member uses their personal automobile to conduct official MAPE business, MAPE shall reimburse the individual at the IRS rate and an additional rider bonus of $.05 per mile per member or staff passenger.

**Commercial transportation**

An individual authorized to use commercial transportation (air - coach class, taxi, rental car, etc.) in connection with official MAPE business shall be reimbursed for the actual expense of the mode of transportation so authorized. Receipts are required for reimbursement.

**Meal allowances**

Individuals conducting official MAPE business shall be reimbursed for meals at the highest amount allowed for Minnesota per the U.S. General Services Administration per diem rates (<https://www.gsa.gov/travel/plan-book/per-diem-rates>) that are set each fiscal year, effective October 1 each year. The consecutive meal clause still applies. It is the responsibility of the individual to use good judgment in incurring meal expenses.

Group meals (two or more individuals) on one bill may exceed the maximum amount with prior approval of the statewide President or Treasurer. A receipt which includes a listing of all persons for which the expense was incurred is required.

No individual meal reimbursements will be allowed for members when a meal is provided for the committee, unless required for dietary restrictions. This includes breakfast for all mornings of Delegate Assemblies.

**Travel advances**

Travel advances may be approved by the statewide Treasurer or President at the time of a specific request for a specific amount provided such a request is made in a reasonable time in advance of the travel date. In all cases, after the actual expense is incurred, a final MAPE Expense Report with appropriate receipts attached shall be prepared and forwarded to the statewide Treasurer within thirty (30) days. If additional payment is due the individual, an additional check shall be prepared in the usual manner. If the advance payment exceeds the actual expenses, the individual shall refund the excess at the time the expense report is submitted.

**Regional/Local Expenses**

The following are items that regions/locals may **not** expend funds for or engage in:

1. Purchasing alcoholic beverages.
2. Paying for gambling.
3. Entering into contracts on behalf of MAPE.
4. Incurring indebtedness (loans) outside of MAPE Central.
5. Pooling of financial resources without prior approval of the Board of Directors' Finance Workgroup.
6. Contributing to other union organizing activities, other than those sanctioned by the MAPE Board of Directors.
7. Contributing to political individuals or organizations.
8. Paying for out-of-state travel.
9. Donating to any one charity in excess of $1,000 per year.
10. Assessing local dues, except as provided for in the MAPE Bylaws.
11. Paying for attorney fees or legal settlements.

All regional or local reimbursement policies must be consistent with MAPE statewide policies – **except** where a more restrictive policy is proposed.

**Statewide committees, and meet and confer expenses**

Committee chairpersons may authorize mileage and expenses for members attending committee meetings in accordance with the MAPE Reimbursement Policy, providing budgetary restrictions are not exceeded. Monthly expense summaries are sent to committee chairs.

**Steward and grievant expenses**

Steward and grievant expenses above and beyond those outlined in the MAPE/state contract (Article 9, Section 2, C, 5) shall be reimbursed as provided for in accordance with the MAPE Reimbursement Policy.