## 2022 MAPE DELEGATE ASSEMBLY RESOLUTION

Resolutions will be accepted until August 19, 2022.

Resolutions should be sent to [C&RCommittee@mape.org](mailto:C&RCommittee@mape.org)

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| A resolution to increase reimbursement limits for individual meal expenses incurred while performing union business. |

Whereas…

* MAPE currently allows individual meal expense reimbursements incurred while performing union business at the rates of $9 per breakfast, $11 per lunch, and $16 per dinner, following the language in the MAPE contract for meal expenses incurred while performing state business;
* The current meal expense limits are often not sufficient to cover actual meal expenses;
* The current meal expense limits prevent locals from reimbursing members for meal expenses based on actual, reasonable meal rates;
* The current meal expense limits require the union at the local and state levels to only reimburse portions of reasonable expenses, which does not provide full and fair recompense to members who volunteer their spare time to participate in activities intended to benefit the union and fellow employees;
* The current meal expense limits have a greater impact on members who work from home and, therefore, purchase individual meals, which are subject to the aforementioned reimbursement limits, unlike group meal expenses;
* The current meal expense rules do not include food preparation fees, taxes, delivery fees, and service fees which are often assessed by meal delivery services, restaurants, and stores;
* The current meal expense limits include taxes and gratuity, which may constitute a significant portion of individual meal expenses;
* It is unnecessary for the current meal expense limits for union business to be based on individual meal expense rates for state business outlined in the union contract;
* The current meal expense limits do not define “breakfast”, “lunch”, or “dinner” and may create confusion when the distinction between these meal types are in question;
* Increasing meal expense limits would have an immaterial cost impact for the union on the statewide level while allowing local unions to exercise more discretion over how much they would like to reimburse members for expenses incurred while performing local union business;

*Resolved….*

***Reimbursement limits for individual meal expenses incurred while performing union business shall no longer be based on the meal expense limits listed in the union contract while performing state business, as currently required in the “Meal allowances” section of the “Reimbursement” section of Article VI of the Statewide Treasurer, Finance Committee and MAPE Financial Staff Standards;***

***Be it further resolved that reimbursement limits for individual meal expenses incurred while performing union business shall be set at $20 per meal plus additional reimbursement for reasonable gratuity, fees, and taxes.***

***Be it further resolved that local unions may decide to enforce stricter individual meal expense reimbursement policies, including setting a smaller reimbursement amount or not reimbursing fees, taxes, and gratuity, at the discretion of local union leadership.***

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| Passed by | Date |
| {List the members, committee, or locals that passed this resolution} |  |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon, MAPE Local 401 Leadership Team | [Ronald.dixon@state.mn.us](mailto:Ronald.dixon@state.mn.us) | 763-242-0816 |

(Underscoring denotes wording inserted (inserted wording), and strike-through denotes wording deleted (~~deleted wording~~).

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| What is being amended? | Resulting Language |
| Individuals conducting official MAPE business shall be reimbursed ~~for the actual cost of meals, including reasonable gratuity, fees, and taxes up to the maximum amounts listed in the MAPE/state contract~~ $20 per the actual cost of the meal and additional reimbursement for reasonable gratuity, fees, and taxes. The ~~,including the~~ consecutive meal clause still applies. Local unions may enforce more restrictive individual meal expense policies at the discretion of local union leadership when reimbursement is sought from local funds. | Individuals conducting official MAPE business shall be reimbursed $20 per the actual cost of the meal and additional reimbursement for reasonable gratuity, fees, and taxes. The consecutive meal clause still applies. Local unions may enforce more restrictive individual meal expense policies at the discretion of local union leadership when reimbursement is sought from local funds. |