**Agenda for September 9, 2025 Noon to 1:00 PM MAPE Local 1801 Monthly Zoom Meeting**

* Roll Call- Taken from Zoom screen
  1. Ben Nwachukwu
  2. Taralee Latozke
  3. Anne Hall
  4. Anna Kamrath
  5. David Hearth
  6. Ellen Preisinger
  7. Kile Behrends
  8. Leann Fischer
  9. Lorna Kings
  10. Nathan Mullendore
  11. Nichole Bredeson
  12. Paula Katzenmeyer
  13. Sarah Linderwell
  14. Stacy Bratsch
  15. Tim Beske
* Report from Officers
  + Regional Director update
* **Return to Office (RTO) & Workplace Environment:**There was significant discussion about the return to office policy. Some members suggested shifting the focus from "RTO" to a broader workplace environment perspective, possibly changing the acronym to reflect remote work protections. Concerns were raised about the effectiveness of MAPE in influencing these policies, noting that ultimate decisions rest with the governor.
* **Agency Communication & Engagement:**   
  The Court of Administrative Hearings seeking approval to begin "meet and confer" meetings, which is seen as a positive step for communication and future progress.
* **Membership & Communication:**   
  New member cards are being issued, with a QR code for electronic sign-up. Communication efforts have expanded across multiple social media platforms, resulting in over 71,000 impressions. There’s a noted improvement in communication compared to the past.
* **Political Affairs & Legislative Issues:**   
  Updates were provided on early retirement and pension issues, especially for corrections agents and 911 operators. There is ongoing legislative interest in these areas.
* **Event Planning & Delegate Assembly:**   
  Planning for the upcoming delegate assembly was discussed, highlighting the complexity and importance of broad participation.
* **Technology & Database Transition:**The union is transitioning from the Unionware database to Aptify, which is expected to be more user-friendly but comes with a higher cost and a learning curve. The change aims to improve data performance and operational efficiency.
* **Financial Report:**   
  The organization’s revenue is ahead of projections, and expenses are below budget, resulting in a healthy balance. The switch to dues based on 0.75 of an employee’s hourly wage has stabilized finances after a period of drawing from reserves.
  + **Prize Drawings & Compliance:**Monthly prize drawings have been paused due to a complaint and a review of compliance with charitable gambling statutes. The process may change depending on the outcome of this review.
  + Treasurer’s report (See documents Attached)

Revenue from dues $628.75

Ending Balance $30,437.10

* + Membership Secretary’s report

Overall: 55.73% Membership (up from last time)

New members:

Chansouk Duangapai- MNSCU(Worthington)

Alexander Grabowski-MNSUC(Willmar)-Credit to Lorna King

New Hires-Non-members:

Mallory Jarvi-MNSCU(Willmar)

Zachariah Miller-MNSCU(Granite Falls)

Dropped Membership:

None

* + Local Presidents Committee updates
    - No Local President meeting update
* **Budget & Resolutions:**   
  The proposed budget for the next year was reviewed, including changes to dues caps, reserve fund usage, and technology investments. Several resolutions were discussed, including meal reimbursements for hybrid meetings, stipend increases for officers and volunteers, fixing the date for resolution submissions, and changing local funding formulas.
* **Officer Nominations:**   
  Nominations are open for local officer positions, with encouragement for members to get involved.
  + BA Updates
* **Contract Implementation & Benefits:**   
  Updates were given on contract implementation, including a 1.5% wage increase and an increased deferred compensation match from $250 to $500 per year. Some contract provisions, such as the multilingual stipend and phased retirement options, have sunset and are no longer available.
* **Training & Leadership Development:**   
  New training opportunities are available through the Union Power Project, including a leadership academy to build organizing and leadership skills among members.
* Delegate Assembly

Dates: September 19-20, 2025

[Delegate Assembly (DA) | Minnesota Association of Professional Employees](https://mape.org/committees/delegate-assembly-da)

Budget Review Meeting Calendar Invite Link <https://mape.org/events/budget-review>

**Resolutions to be voted on at Delegate Assembly** (PDF of resolution language attached)

* Individual and Group Meal Allowed for Hybrid Meetings
* Locals Providing Out of State Travel Allowed
* Stipends Increased and Expanded
* Fixing the Date of Delegate Assembly Submissions
* **Upcoming Elections 1801 Local Officers President and Vice President**, Special State Wide Secretary, and Meet & Confer Committee Chairs (Please see link to MAPE elections webpage below)

[MAPE Internal Election Information | Minnesota Association of Professional Employees](https://mape.org/resources/mape-documents/mape-internal-election-information)

Elections Timeline

Sep 5 - Nominations Open - Membership deadline to be eligible as candidate Oct 6 - Nominations Close

Oct 14 - Candidates accept nomination

* Adjourn

MAPE

Local 1801

For the Seven Months Ending Thursday, July 31, 2025

Current YTD

Beginning Local Balance $0.00 $34,215.00 INCOME

|  |  |  |
| --- | --- | --- |
| Income from Dues | 628.75 | 4,615.00 |
| Total Income | 628.75 | 4,615.00 |
| EXPENSES  Awards & Prizes | 100.00 | 600.00 |
| Scholarship | 2,000.00 | 2,000.00 |
| Contributions/Labor  Contributions | 0.00 | 3,000.00 |
| Taxes/FICA/FUTA/SUTA | 183.60 | 183.60 |
| Salaries Lost Time | 2,400.00 | 2,400.00 |
| Food/Beverage/Catering | 209.30 | 209.30 |
| Total Expenses | 4,892.90 | 8,392.90 |
| Ending Local Balance | (4,264.15) | 30,437.10 |

System: 8/12/2025 4:57:21 PM **DETAILED TRIAL BALANCE FOR 2025** Page:

User Date: 8/12/2025 User ID:

**MAPE**

General Ledger

Ranges: From: To:

D.ate: 71112025 7/3112025 Subtotal By: No Subtotals Include: Posting

Account: . - **-1801- -1801-** Soned By: Depanmem

zriguyen

Account: 01-30-40100-1801-000-00 Description: Regular Dues-Local 1801 Beginning Balance: ($3,98625)

Trx Date Jml NcOrig. Audrt Trail Hea::1erReference Description Orig. Master Humber Orig. Master Name Debit Credit 7/11/2025 86,446 GLTRX00012080 CR Dues 7111125 $302.50

7/1112025 86,447 GLTRX00012081 CR Muni dues 7111125 $10.00

712512IJ25 86,609 GLTRX00012104 CR Muni Dues 70.512.5 $10.00

7125/2025 86,61D GLTRX00012103 CR Dues *7(2512.5* $30625

Net Change Ending Balance

Account: 01-30-40100-1801-000-00 Totals: ($628.75) 1$4,615.00) $0.00 $628.75

Account: 01-30-55100-1801-000-00 Description: Membership Awards and Prizes-L Beginning Balance: S500.00

Trx Date Jml NcOrig. Audrt Trail Header Reference Description Orig. M'1ster Number Orig. Master Name Debit Credit 711112025 86,248 PMTRX0000294*7* memberPrizes - Local 1801 Purchases 06113/2025 Beske, Timothy **$50.00**

7111/2025 86,253 PMTRX00002947 memberPrizes - L1801 Purchases 06113/2025 Dm.glas, Emily **$5000**

Net Change Ending Balance

Account: 01-30-55100-1801-000-00 Totals: $100.00 $600.00 $100.00 S0.00

Account: 01-30-55150-1801-000-00 Description: Scholarship - Local 1801 Beginning Balance: $0.00

Trx Date Jml NcOrig. Audrt Trail Hea::1erReference Description Orig. Master Humber Orig. Master Name Debit Credit 7125/2025 86,489 PMTRX00002953 Dependent scholaIBhip-L1801 Purchases 06118/2025 Preisin(Jer,Leah $2,000.00

I.Jet Change Ending Balance

Account: 01-30-55150-1801-000-00 Totals: $2,000.00 **$2,000.00** $2,000.00 S0.00

Account: 01-30-55200-1801-000-00 Description: Con1ributions-Local 1801 Beginning Balance: $3,000.00

Trx Date Jml NcOrig. Audit Trail Header Reference Description Orig. Master Number Orig. Master Name Debit Credit

"'No transactions for this account� Net Change Ending Balance

Account: 01-30-55200-1801-000-00 Totals: S0.00 $3,000.00 SO.DO S0.00

Account: 01-30-57600-1801-000-00 Description: FICA-Local 1801 Beginning Balance: $0.00

Trx Date Jml NcOrig. Audrt Trail Header Reference Description Orig. M.1ster Humber Orig. Mastel" Name Debit Credit 7/1112025 86,449 GLTRX00012082 Payroll Disbursements 7111/25 **$183.60**

Nel Change Ending Balance

Account: 01-30-57600-1801-000-00 Totals: $183.60 **$183.60** $183.60 S0.00

Account: 01-30-57800-1801-000-00 Description: Salary Lost nme-Local 1801 Beginning Balance: $0.00

Trx Date Jml NcOrig. Audrt Trail Header Reference Description Orig. M'1ster Number Orig. Master Name Debit Credit 7/1112025 86,449 GLTRX00012082 Payroll Disbursements 7/11!25 $2,400.00

Net Change Ending Balance

Account: 01-30-57800-1801-000-00 Totals: $2,400.00 $2,400.00 $2,400.00 $0.00

Account: 01-30-58970-1801-000-00 Description: Food/Beverage-Local 1801 Beginning Balance: $0.00

Trx Date Jml NcOrig. Audrt Trail Header Reference Description Orig. Master I.Jumber Orig. Master Name Debit Credit 7125/2025 86,471 PMTRX00002953 GroupMeaJs - L1ao1 Purchases 07116/2025 King, Loma $25.86

712512IJ25 86,474 PMTRX00002953 GroupMeaJs - L1a□1 Purchases 07/16/2025 l'Yorgan,Joshua $59.80

712512IJ25 86,475 PMTRX00002953 GroupMeaJs - L1ao1 Purchases 07/16/2025 M..rllendore, Nathan $43.13

7125/2025 86,476 PMTRX00002953 GroupMeals - L1801 Purchases 07/16/2025 Nwachu™-1, Benedict $80.51

System: 8/1212025 4:57:21 PM **DETAILED TRIAL BALANCE FOR 2025** Page: 2

UsCI" Date: 8/12/2025 User ID: znguyen

MAPE

Net Change Ending Balance

Account: 01-30-58970-1801-000-00 Totals: $209.30 $209.30 $209.30 $0.00

Account: 01-30-90000-1801-000-00 Description: Local fund starting lialance-Lo Beginning Balance: ($34,215.00)

Trx Date Jml NcOrig. Audit Trail Header Reference Description Orig. Master Number Orig. Master Name Debit Credit

\*No transactions for this accounr t-letChang,e Ending Balance

Account: 01-30-90000-1801-000-00 Totals: SO.DO IS34,215.00J $0.00 S0.00

Account: 01-30-91000-1801-000-00 Description: Contra Local fund starting bal Beginning Balance: $34,215.00

Trx Date Jrnl Nd:>rig. Audit Trail Hea:ler Reference De3cription Orig. Master Number Orig. Master Name Debit Credit

...No transactions for this account" Net Change Ending Balance

Account: 01-30-91000-1801-000-00 Totals: SO.DO $34,215.00 $0.00 S0.00

Accounts Beginning Balance **Net** Change Ending Balance Debit Credit

**Grand Totals:** ($486.25) $4,264.15 $3,777.90 **$4,892.90** $628.75

-

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Date 11112025  113112025  21712025 | Calendar Year 2025  •  e.,..  Balances CarriedForward Dues  AlanGleisner | P"SSliPlino  Janmtgwinner | JdDlljJ\_  �  (605.00) | MAPE Cential  JdDlljJ\_ JdDlljJ\_  �  34,215.00  **34.820.00**  50.00 34,770.00 | | Balanced to January Statement |
| 21712025 | McKenzieKack. | Janmtgwinner |  | 50.00 | 34,720.00 |  |
| 212112025 | LorenaLindemann | Febmtgwinner |  | 50.00 | 34,670.00 |  |
| 212812025 | Dues |  | (606.25) |  | **35.276.25** | Balanced to February Statement |
| 31712025 | LornaKing | Febmtgwinner |  | 50.00 | 35,226.25 |  |
| 311112025 | lgnnBak.er | Marchmtgwinner |  | 50.00 | 35,176.25 |  |
| 311112025 | StacyBratsch | Marchmtgwinner |  | 50.00 | 35,126.25 |  |
| 312112025 | Dues |  | (607.50) |  | **35.733.75** | BalancedMarchStatement |
| 411812025 | Dues |  | (615.00) |  | **36.348.75** | Balanced AprilStatement |
| 51212025 | PaulaPaplow | Aprilmtgwinner |  | 50.00 | 36,298.75 |  |
| 51212025 | PatriciaSuter | Aprilmtgwinner |  | 50.00 | 36,248.75 |  |
| 51212025 | AmericanRedCross | Donation |  | 200.00 | 36,048.75 |  |
| 51212025 | BrownCountyHumane Society | Donation |  | 200.00 | 35,848.75 |  |
| 51212025 | Hawk Creek.AnimalShelter | Donation |  | 200.00 | 35,648.75 |  |
| 51212025 | RonaldMcDonaldHouse | Donation |  | 200.00 | 35,448.75 |  |
| 51212025 | RonaldMcDonaldHouse | Donation |  | 200.00 | 35,248.75 |  |
| 51212025 | RonaldMcDonaldHouse | Donation |  | 200.00 | 35,048.75 |  |
| 51212025 | SecondHarvest HeartlandDonor | Donation |  | 200.00 | 34,848.75 |  |
| 51212025 | SMSUFoundation• MustangMark.et | Donation |  | 200.00 | 34,648.75 |  |
| 51212025 | United'way of theBrownCountg | Donation |  | 200.00 | 34,448.75 |  |
| 51212025 | United'way of McleodCounty | Donation |  | 200.00 | 34,248.75 |  |
| 51212025 | United'way of NoblesCountg | Donation |  | 200.00 | 34,048.75 |  |
| 51212025 | United'way of PipestoneCounty | Donation |  | 200.00 | 33,848.75 |  |
| 51212025 | United'way of S'wMinnesota | Donation |  | 200.00 | 33,648.75 |  |
| 51212025 | United'way of 'west CentralMN | Donation |  | 200.00 | 33,448.75 |  |
| 51212025 | 'wildlandFirefighter Foundation | Donation |  | 200.00 | 33,248.75 |  |
| 513012025 | leAnnFischer | Magmtgwinner |  | 50.00 | 33,198.75 |  |
| 513012025 | EllenPreisinger | Magmtgwinner |  | 50.00 | 33,148.75 |  |
| 513012025 | Dues |  | (928.75) |  | **34.077.50** | BalancedMagStatement |
| 612712025 | Dues |  | (623.75) |  | **34.701.25** | Balanced JuneStatement |
| 711112025 | TimothgBeske | Junemtgwinner |  | 50.00 | 34,651.25 |  |
| 711112025 | EmilgDouglas | Junemtgwinner |  | 50.00 | 34,601.25 |  |
| 711112025 | P agrolldisbursement (officers) |  |  | 2,583.60 | 32,017.65 |  |
| 712512025 | LeahPreisinger | Scholarship |  | 2,000.00 | 30,017.65 |  |
| 712512025 | LornaKing | meetingeicpense(mealreimb.) |  | 25.86 | 29,991.79 |  |
| 712512025 | JoshuaMorgan | meetingeicpense(mealreimb.) |  | 59.80 | 29,931.99 |  |
| 712512025 | NathanMullendore | meetingeicpense(mealreimb.) |  | 43.13 | 29,888.86 |  |
| 712512025 | Benedict Nwachukwu | meetingeicpense(mealreimb.) |  | 80.51 | 29,808.35 |  |
| 712512025 | Dues |  | (628.75) |  | **30.437.10** | Balanced JulgStatement |

**MAPEFY25 (January-December) Local 1801 Budget Template** S/30/2025



**Loe.al Numbe-r: 1801**

**Loe.al Treasurer: :11en Preisinger**

**Num.be-rof Me-m.be-rs:** 239

**Balanc-e**

**Income statement Changes to Budget**

s **Date lte-m**

**Notes**

7 CARRYOVER

g **EstimatedCanyoverfrompte\�ous year•**

9 NEW INCOME

.0 ii Members xS1.25x26oav ,,,.,.;ods (Formulabased on membershio number)

.1 **Total Income**

.2

s 33,056

s 7,768

**s 40,823**

534,215.00

5 4,615.00

.3 **!..\_xpenses**

.4 **Elections**

s **500**

**Expenses Balanc,e**

.s LocalMeetings (meals, beverages, etc.) for example 60 PeoplexS6 eachx 12 mtgs

.s Executive Committee S4SOx *5*

.7 Membership Committee

**Membership drives - lost timeand exp...onses**

For exampleassumeaverage sa1aJy of S37 per hour; 15 p.,-ople three hours each per

**drive**

**Recruitement - First 30 days contact new employees**

**Contract ActionTeam- organizingaroundcontract negotiations** Training - for example five peoplexS40 per hourxS hours Membership Awards/Prizes 12X SlOO(2winners per mtg) Contributions - Labor

Donations/Good& Welfare

Delegate Assembly (lost time& exp.,-nses foralternates)

**StewardMeetings** Social Events ReimbursableExpenses

ProfessionalDevelopment - scholarships S2,000x2 plusSl,000employee

s **600**

s **2,400**

s **1,500**

s 1,500

s **1,500**

s **1,500**

s **1,600**

s **1,200**

#### s

s **3,000**

s **2,000**

s **1,500**

s **500**

s 25

s **5,000**

s 209.30

s 2,583.60

s **600.00**

s **3,000.00**

s (209.30)

s

s s s s

s **600.00**

s s s s s s

:9 **develonmentAicensure**

S 2,000.00

:o **TotalEnenses**

:1

**s 24,325 *s***

***S* 8,392.90**

:2 **hoposedFY25 Budget s 24,325**

:3

:4 **liudgetn. Income\*\* s 16,498** $30,437.10 **balanced July 2025 statement statement**

:s

:s **•Round all lines to the nearest whole dollar.**

:7 **•.,-his should be a positive number or Oto present a balanced budget.**

:s ••• **individual member cannot earn more than $100 in a 6 month period.**

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Individual and Group Meals Allowed for Hybrid Meetings**

{Insert an explanation of your resolution. Include:

Whereas…

* MAPE members performing union business may be eligible for an individual meal reimbursement if a meal is not provided for the committee depending on the rules for the committee in question and, if applicable, the local’s financial rules.
* Prior to the COVID-19 pandemic, many committee meetings were held in-person with food provided, so individual meal reimbursements were often unnecessary.
* During the pandemic, committee meetings were held virtually, resulting in more individual meal reimbursements.
* As more local members are increasingly returning to physical office environments to perform their work at least a portion of the time, meetings which were once completely in-person or completely virtual are becoming hybrid. The prevalence of hybrid meetings will continue to grow in the coming years.
* Members virtually attending committees where meals are provided for in-person attendees may not receive an individual meal reimbursement under current financial policies, creating unintentional disparate treatment.
* While some virtual attendees could attend in-person instead, other members may be unable to attend in-person due to geographical, financial, scheduling, and/or health-related factors beyond their control.
* This policy change would not require MAPE Central or MAPE locals to provide food for both in- person and virtual committee attendees, but the change would provide them the option to offer such a benefit for both types of attendees. Therefore, this policy would not create a spending obligation for MAPE Central or any locals which did not wish to provide meals to in-person and virtual attendees.

*Resolved….*

*MAPE’s financial policies should be revised to allow virtual attendees of hybrid committees to receive*

*individual meal reimbursements even if a group meal is provided for in-person attendees.*

|  |  |
| --- | --- |
| Passed by | Date |
| Local 401 Leadership Team | 4/14/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated May 11th, 2025.

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

|  |  |
| --- | --- |
| **What is being amended?** | **Resulting Language** |
| [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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-](https://www.gsa.gov/travel/plan-book/per-diem-rates) [book/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 or, if approved by the local, regional, or statewide governing entity, a member is virtually attending a hybrid meeting. This includes breakfast for all mornings of Delegate Assemblies. | [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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-](https://www.gsa.gov/travel/plan-book/per-diem-rates) [book/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 or, if approved by the local, regional, or statewide governing entity, a member is virtually attending a hybrid meeting. This includes breakfast for all mornings of Delegate Assemblies. |

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Locals Providing Out-of-State Travel Allowed**

{Insert an explanation of your resolution. Include:

Whereas…

* Locals are currently prohibited from paying for out-of-state travel.
* While MAPE Central provides funding to send some dues paying members to out-of-state trainings and events, such as Labor Notes, there is not enough funding to send all interested members to these events.
* As locals seek to find ways to spend local funds for the benefit of their members, expanding the rules to allow for out-of-state travel would provide an excellent opportunity for locals to help provide members with training or other union-related event opportunities beyond those provided by MAPE Central.
* Expanding the rules to allow locals to pay for out-of-state travel would have zero cost to MAPE Central.
* Such a rule expansion would prohibit locals from relying on MAPE Central to plan the local

member’s trip, thus creating zero administrative burden for MAPE Central staff.

* This proposal would only allow travel within the United States to ensure funds are spent prudently.
* Any costs associated with this rule change would be incurred solely by a local which decides to send a member to an out-of-state event.

*Resolved….*

*MAPE’s financial policies should be updated to allow locals to pay for out-of-state travel for their members.*

|  |  |
| --- | --- |
| Passed by | Date |
| MAPE Local 401 Leadership Team | 4/4/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated May 11th, 2025

Version 3 updated June 6th, 2025

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

|  |  |
| --- | --- |
| **What is being amended?** | **Resulting Language** |
| [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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, except as described in the “Local Costs for Out-of- State Travel” section of the MAPE Financial Policies. 9. Donating to any one charity in excess of   $1,000 per year.   1. Assessing local dues, except as provided for in the MAPE Bylaws. | [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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, except as described in the “Local Costs for Out-of- State Travel” section of the MAPE Financial Policies. 9. Donating to any one charity in excess of   $1,000 per year.   1. Assessing local dues, except as provided for in the MAPE Bylaws. |

|  |  |
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| 1. 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.  **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, or by majority vote of local officers.   + Lodging request is made through MAPE Central, unless travel is authorized by local officers using local funds.   + Lodging expenses do not exceed the hotel rate negotiated by MAPE, unless travel is authorized by local officers using local funds.   + 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.   **Local Costs for Out-of-State Travel**  Local officers, by majority vote, and with approval from the MAPE Board of Directors, may approve spending local funds to pay for out-of-state travel within the United States for local members to attend union-related trainings  and union-related events. Local officers must | 1. 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.  **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, a statewide officer, or by majority vote of local officers.   + Lodging request is made through MAPE Central, unless travel is authorized by local officers using local funds.   + Lodging expenses do not exceed the hotel rate negotiated by MAPE, unless travel is authorized by local officers using local funds.   + 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.   **Local Costs for Out-of-State Travel**  Local officers, by majority vote, and with approval from the MAPE Board of Directors, may approve spending local funds to pay for out-of-state travel within the United States for local members to attend union-related trainings  and union-related events. Local officers must |

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| perform all planning for all out-of-state travel paid using local funds. | perform all planning for all out-of-state travel paid using local funds. |

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Stipends Increased and Expanded**

{Insert an explanation of your resolution. Include:

Whereas…

* Under MAPE’s current financial policies, local officers may receive a stipend of up to $480 per

year for performing local officer work on their personal time.

* While officers perform union work without a financial incentive, this rate should be increased in recognition of the labor they are performing on behalf of their union.
* Stipend availability should also be expanded to other volunteers who perform work on behalf of the other governing entities throughout MAPE on the local, regional, and state levels.
* MAPE often relies on volunteers to perform union work on their own personal time with nothing expected in return. As such, governing entities should be able to authorize their own funds to be used to pay stipends to volunteers, such as, but not exclusive to, Employee Rights Committee members, local committee chairs, Board of Directors, members with no designated title, and Meet & Confer members, as a token of appreciation for their work for our union. Any guardrails for stipends are determined and implemented by the respective governing entity.
* The current stipend cap is static, but this policy proposal would allow the cap to continuously grow as the average wages of MAPE-represented employees continue to grow.
* As stipends must already be approved by the general membership, the requirement in current policies to attach a separate Meeting Minutes to a stipend request to MAPE Central for processing appears duplicative, so this proposal removes this requirement.
* Stipends would continue to be issued at the discretion of the governing entities at the local, regional, and statewide levels of MAPE, and governing entities would have the authority whether to increase the stipend amount they may already be providing, up to the yearly cap, or they could continue not issuing stipends.
* To prevent duplicative benefits, the Stipend policy should also be updated to prevent a stipend payout when the member is already receiving Lost Time or an individual meal reimbursement based on the same work or period of time as their stipend.
* MAPE would need to update the stipend cap each year by multiplying the average hourly wage of MAPE-represented employees by 52 based on wage data from the first six months of MAPE’s previous fiscal year. For example, if this cap were implemented for the 2025 calendar year, the calculation would be based on the last six months of the 2024 calendar year. The average wage during this time was $42.05, and multiplying this wage amount by 52 equals

$2,186.60. The stipend cap would be updated at the start of each calendar year using this formula.

* MAPE would also need to update the Stipend request form.

*Resolved….*

*MAPE stipends should be increased and expanded.*

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| Passed by | Date |
| Local 401 Leadership Team | 4/4/2025 |

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| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated on: 5/11/2025 Version 3 update don 6/10/2025

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

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| **What is being amended?** | **Resulting Language** |
| [**https://mape.org/resources/mape-**](https://mape.org/resources/mape-documents/mape-policies/financial)[**documents/mape-policies/financial**](https://mape.org/resources/mape-documents/mape-policies/financial)  **Stipends**  Only local officers and dues paying members who are approved by a majority vote of the relevant governing entity at the local, regional, or statewide level of MAPE are allowed to receive a stipend to account for the use of personal time and incidentals that come with the position of being a local officer or specific volunteer activities approved by a majority of the members of the relevant governing entity on a case-by-case basis. ~~No other~~ ~~position, Regional Director, Chief~~ ~~Steward, Stewards, Negotiations~~ ~~Representatives, or Delegates~~ ~~(alternates) are allowed a stipend.~~  Each local officer and approved dues paying member may receive a stipend equivalent ~~of~~ to up to ~~$480~~ 52 times the average hourly wage of MAPE- represented employees ~~maximum~~ per calendar year (such as 2 hours at $20 per hour per month) to offset incidental expenses. The average hourly wage of MAPE-represented employees is calculated using the first six months of the previous MAPE fiscal year. Stipends must be processed as payroll and need to be determined using a number of hours and rate of pay. Stipends are considered taxable income and are subject to withholding taxes.  Each local has the authority by vote of their membership to determine the amount of the stipend their local officers and local-approved dues paying members may receive, and each  governing entity within MAPE has the | [**https://mape.org/resources/mape-**](https://mape.org/resources/mape-documents/mape-policies/financial)[**documents/mape-policies/financial**](https://mape.org/resources/mape-documents/mape-policies/financial)  **Stipends**  Only local officers and dues paying members who are approved by a majority vote of the relevant governing entity at the local, regional, or statewide level of MAPE are allowed to receive a stipend to account for the use of personal time and incidentals that come with the position of being a local officer or specific volunteer activities approved by a majority of the members of the relevant governing entity on a case-by-case basis.  Each local officer and approved dues paying member may receive a stipend equivalent to up to 52 times the average hourly wage of MAPE-represented employees per calendar year (such as 2 hours at $20 per hour per month) to offset incidental expenses. The average hourly wage of MAPE-represented employees is calculated using the first six months of the previous MAPE fiscal year. Stipends must be processed as payroll and need to be determined using a number of hours and rate of pay. Stipends are considered taxable income and are subject to withholding taxes.  Each local has the authority by vote of their membership to determine the amount of the stipend their local officers and local-approved dues paying members may receive, and each governing entity within MAPE has the authority by majority vote to determine the amount of the stipend they issue to volunteers. |

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| authority by majority vote to determine the amount of the stipend they issue to volunteers. ~~Meeting minutes must be sent~~ ~~to the MAPE Financial Specialist and~~ ~~Statewide Treasurer prior to claiming~~ ~~stipends.~~  Stipends shall be paid out on a yearly or 6 month timeline as decided by the local officer team or governing entity. Stipends for local officers shall be prorated for time served as a local officer if their stipends are not based on specific periods of time spent performing local officer tasks.  Stipends will be claimed using the Local Officer and Approved Member Stipend form and submitted to MAPE’s Financial Specialist.  Those who receive a stipend based on specific periods of time spent performing local officer tasks or specific volunteer activities may not receive lost time or individual meal reimbursements based on the same period of time spent performing the same tasks or activities.  A governing entity may choose not to provide stipends. If a governing entity does provide stipends, they may set their own stipend limit below the maximum limit provided in this policy. | Stipends shall be paid out on a yearly or 6 month timeline as decided by the local officer team or governing entity. Stipends for local officers shall be prorated for time served as a local officer if their stipends are not based on specific periods of time spent performing local officer tasks.  Stipends will be claimed using the Local Officer and Approved Member Stipend form and submitted to MAPE’s Financial Specialist.  Those who receive a stipend based on specific periods of time spent performing local officer tasks or specific volunteer activities may not receive lost time or individual meal reimbursements based on the same period of time spent performing the same tasks or activities.  A governing entity may choose not to provide stipends. If a governing entity does provide stipends, they may set their own stipend limit below the maximum limit provided in this policy. |

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Fixing the Date of Delegate Assembly Submissions**

Whereas…

* Engagement from rank-and-file members in the governance of MAPE strengthens our union;
* The Delegate Assembly resolution and proposal process acts as a vital mechanism for change within MAPE;
* The 2025 submission deadline of April 15 was decided with inadequate input and feedback from rank-and-file members of MAPE;
* Consistent submission criteria for Delegate Assembly resolutions and proposals improves transparency and deliberative decision-making;
* An excessively early submission deadline reduces the opportunity for our members’ voices to be heard;
* A submission deadline prior to the conclusion of Delegate elections requires engagement from authors before they know whether they can attend Delegate Assembly, presenting new logistical challenges;
* A submission deadline during contract negotiations requires time and effort spent on authoring resolutions and proposals that would be better spent on contract work.

*Resolved….*

* The deadline for submitting resolutions and proposals to be considered at Delegate Assembly shall be fixed to be no earlier than fifteen weeks and no later than eleven weeks prior to the meeting of the Delegate Assembly.

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| Passed by | Date |
| Local 401 Leadership Team | 4/15/2025 |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Michael Yost | [michael.yost@gmail.com](mailto:michael.yost@gmail.com) | (918) 946-3058 |

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

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| **What is being amended?** | **Resulting Language** |
| **Resolutions and proposals to the Delegate Assembly (DA) can be submitted by:**   * Two or more members. * Local and statewide executive committees. * Locals. * Statewide standing committees identified in the Bylaws. * Board of Directors. * Board of Trustees.   Resolution and proposal writers may call upon members of the Constitution and Rules Committee for advice, but creating the resolution or proposal is the responsibility of the writer.  Resolutions and proposals must be on the document form and format provided on the MAPE website.  When existing text, such as in a governing document or policy, is to be changed, the submitter is responsible for using the legislative-format: text to be added is underlined; text to be deleted is struck through and the final version of the text is also included. If the text in the columns differ, the DA vote will be on the text in the “resulting language” column.  If not used, the “amendment” and “resulting language” tables should be omitted.  Resolutions and proposals can be submitted via e-mail | **Resolutions and proposals to the Delegate Assembly (DA) can be submitted by:**   * Two or more members. * Local and statewide executive committees. * Locals. * Statewide standing committees identified in the Bylaws. * Board of Directors. * Board of Trustees.   Resolution and proposal writers may call upon members of the Constitution and Rules Committee for advice, but creating the resolution or proposal is the responsibility of the writer.  Resolutions and proposals must be on the document form and format provided on the MAPE website.  When existing text, such as in a governing document or policy, is to be changed, the submitter is responsible for using the legislative-format: text to be added is underlined; text to be deleted is struck through and the final version of the text is also included. If the text in the columns differ, the DA vote will be on the text in the “resulting language” column.  If not used, the “amendment” and “resulting language” tables should be omitted.  Resolutions and proposals can be submitted via e-mail |

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| to [CRCommittee@mape.org](mailto:CRCommittee@mape.org) or mailed to MAPE Central, Attention: C&R Committee.  Resolutions and proposals may be submitted as early as January 1.  The submission deadline for ~~R~~resolutions and proposals ~~must~~may be ~~received~~ no later than 11 weeks and no earlier than 15 weeks before Delegate Assembly. The exact date will be published on the MAPE website.  The Constitution and Rules Committee will acknowledge, by e-mail, receipt of resolutions and proposals. The acknowledgement will inform the submitter that the resolution or proposal will stand a better chance of being passed if an informed delegate will speak in favor of it and be able to explain it.  Time permitting, the Constitution and Rules Committee may contact a resolution’s or proposal’s submitter to suggest clarifying changes be made to a resolution or proposal, but the final wording will be that of the submitter.  **Inappropriate Resolutions**  If a majority of the Constitution and Rules Committee determines statute or law change(s) would be necessary to implement the resolution or proposal, the committee will refer the resolution or proposal to the Government Relations Committee (and send a copy to the Negotiations Committee) and not post or mail it, and the resolution’s or proposal’s submitter will be notified as soon as possible.  The submitter of a resolution or proposal deemed inappropriate and referred by the Constitution and Rules Committee may appeal to the Board of Directors at the | to [CRCommittee@mape.org](mailto:CRCommittee@mape.org) or mailed to MAPE Central, Attention: C&R Committee.  Resolutions and proposals may be submitted as early as January 1.  The submission deadline for resolutions and proposals may be no later than 11 weeks and no earlier than 15 weeks before Delegate Assembly. The exact date will be published on the MAPE website.  The Constitution and Rules Committee will acknowledge, by e-mail, receipt of resolutions and proposals. The acknowledgement will inform the submitter that the resolution or proposal will stand a better chance of being passed if an informed delegate will speak in favor of it and be able to explain it.  Time permitting, the Constitution and Rules Committee may contact a resolution’s or proposal’s submitter to suggest clarifying changes be made to a resolution or proposal, but the final wording will be that of the submitter.  **Inappropriate Resolutions**  If a majority of the Constitution and Rules Committee determines statute or law change(s) would be necessary to implement the resolution or proposal, the committee will refer the resolution or proposal to the Government Relations Committee (and send a copy to the Negotiations Committee) and not post or mail it, and the resolution’s or proposal’s submitter will be notified as soon as possible.  The submitter of a resolution or proposal deemed inappropriate and referred by the Constitution and Rules Committee may appeal to the Board of Directors at the |

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| next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Constitution and Rules Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution or proposal will be posted and mailed to Delegate Assembly registrants. | next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Constitution and Rules Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution or proposal will be posted and mailed to Delegate Assembly registrants. |

# 2025 MAPE Resolutions and Proposals

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## Introduction

To Delegates and Alternates:

The Constitution and Rules Committee (C&R) has reviewed all resolutions and proposals submitted and received by April 15th, 2025. This report includes a copy of each resolution and proposal as well as determinations from the C&R concerning whether they were ready for debate. Additional information concerning the process is also contained within this report.

## Resolutions vs. Proposals

Historically, all submissions were made as resolutions which are considered for Delegate Assembly (DA). Starting in 2025, a distinction in the process was developed between

“resolutions” and “proposals”. Resolutions are submissions that can only be considered by delegates because they propose amendments to the MAPE Constitution or election rules.

Proposals are general bylaw or policy amendment submissions that can be considered by the Board of Directors (BoD). Proposals may be submitted and considered by the C&R at any time of year.

For resolutions and proposals, a “ready for debate” determination from the C&R signals whether our committee believes that a submission is ready for discussion by the deciding body, which may be the BoD or DA depending on the submission.

## Review Criteria

The C&R considered several variables when determining whether a submission is ready for debate. These included, but were not limited to:

* **Formatting:** For submissions requesting changes to a government document or policies, MAPE policies require the use of the legislative format, complete with strikethroughs of proposed removed language and underlines for new language. The submission template offers a table which allows the author to showcase the version of their proposal with

strikethrough/underlines and a “clean” version showing how they want the language to appear in MAPE’s governing documents and policies without strikethroughs and

underlines. To ensure the author’s intent is clear, submissions not using the proper

format are deemed “not ready for debate”, but authors were given the opportunity to make amendments before the final deadline.

* **Administrability:** The C&R also considers whether a submission could actually be implemented if passed.
* **Committee Concerns:** In addition to our own feedback, the C&R requests feedback from other MAPE committees depending on the nature of the submission. Any feedback from these committees may inform the C&R’s ultimate determination.
* **Conflicting Language:** We review submissions to see if there are conflicts within pre- existing governing documents or policies, statutes, laws, or within the submission itself. For example, the C&R determines if a submission’s language conflicts with language in a separate article or section or a governing document the author did not address.

The C&R provides initial feedback to the author, who can make changes and submit a revised version to the C&R for further consideration. The C&R also provides feedback to the author upon receiving concerns from other committees.

Once the C&R finalized our determinations, we forwarded our findings to the Executive

Committee (EC), who voted whether to concur with our decisions. Authors were then informed and were given the opportunity to appeal rejections to the BoD. Rejected submissions may be revised and submitted for consideration in the future after DA.

## C&R Reflection and the Future

The resolution process for 2025 offered several improvements from the 2024 process, primarily allowing a period for authors to work with the C&R on revisions. Nevertheless, the C&R

acknowledges that the process is not perfect and needs additional adjustments.

The 2026 resolution and proposal process has not been finalized and requires approval from our elected MAPE leaders, however, our preliminary ideas include, but are not limited to:

* More frequent communications with authors, including deadline reminders.
* More frequent C&R meetings to ensure revision reviews, committee referrals, and committee feedback are conducted as timely as possible.
* Updates to the resolution and proposal templates for added clarity.
* Providing clearer guidance on the distinction between resolutions and proposals.
* Providing an option for authors who are submitting a non-resolution proposal to have their submission treated as a resolution (referring their submission to DA instead of the BoD).
* Revisions to MAPE bylaws and policies to ensure consistency and reduce ambiguity.

To help achieve our overall objectives going in 2026, the C&R is advocating for increased funding for our committee to assist in the facilitation of our work, especially a budget for lost time.

If you have any feedback you wish to share, please reach out to the C&R at

[MAPECRCommittee@mape.org](mailto:MAPECRCommittee@mape.org). Additionally, if you have any interest in filling the vacancy on the C&R, you can express your interest by email as well. Please note that C&R appointments are made by the MAPE President.

## 2025 C&R Determinations

There were 14 submissions this year, two of which were considered resolutions, and the remaining 12 were considered proposals. Of these submissions, seven were deemed ready for debate by the C&R, and four have been referred to DA.

The rest of this report will provide a summary of each resolution and proposal, the C&R’s recommendation, the EC’s determination, and a copy of each submission.

**The first four submissions below are those being heard at DA.** The remaining proposals and resolutions were either deemed not ready for debate by the C&R, rejected by the EC, or withdrawn by the author.

### Stipends Increased and Expanded

*Summary*

This proposal seeks to lift the stipend cap for local officers and expand stipends to non-officers as approved by the relevant governing entity, such as a local officer team or a statewide

committee. The current cap for stipends is $480/year, but this proposal seeks to set the stipend maximum to 52 times the average hourly wage of MAPE-represented employees ($2,186.60 in 2025). During the review process, the author made revisions based on C&R, Finance Workgroup (FWG), and President’s Committee recommendations, such as preventing “double dipping” with lost time and meal reimbursements and clarifying that governing entities may chose not to provide stipends or offer stipends at an amount below the maximum.

*C&R Recommendation*

The committee deemed this proposal ready for debate and recommended that it be referred to the BoD. This was based on the fact that the proposal only changes MAPE’s financial policies and that it would not pose an impact on locals or other governing entities not wishing to provide stipends or a stipend amount greater than the current limit.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is complete, implementable as written, and ready for debate. Because this submission would modify MAPE policies, the author will decide whether the DA or the BoD will hear the proposal.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Stipends Increased and Expanded**

{Insert an explanation of your resolution. Include:

Whereas…

* Under MAPE’s current financial policies, local officers may receive a stipend of up to $480 per year for performing local officer work on their personal time.
* While officers perform union work without a financial incentive, this rate should be increased in recognition of the labor they are performing on behalf of their union.
* Stipend availability should also be expanded to other volunteers who perform work on behalf of the other governing entities throughout MAPE on the local, regional, and state levels.
* MAPE often relies on volunteers to perform union work on their own personal time with nothing expected in return. As such, governing entities should be able to authorize their own funds to be used to pay stipends to volunteers, such as, but not exclusive to, Employee Rights Committee members, local committee chairs, Board of Directors, members with no designated title, and Meet & Confer members, as a token of appreciation for their work for our union. Any guardrails for stipends are determined and implemented by the respective governing entity.
* The current stipend cap is static, but this policy proposal would allow the cap to continuously grow as the average wages of MAPE-represented employees continue to grow.
* As stipends must already be approved by the general membership, the requirement in current policies to attach a separate Meeting Minutes to a stipend request to MAPE Central for processing appears duplicative, so this proposal removes this requirement.
* Stipends would continue to be issued at the discretion of the governing entities at the local, regional, and statewide levels of MAPE, and governing entities would have the authority whether to increase the stipend amount they may already be providing, up to the yearly cap, or they could continue not issuing stipends.
* To prevent duplicative benefits, the Stipend policy should also be updated to prevent a stipend payout when the member is already receiving Lost Time or an individual meal reimbursement based on the same work or period of time as their stipend.
* MAPE would need to update the stipend cap each year by multiplying the average hourly wage of MAPE-represented employees by 52 based on wage data from the first six months of MAPE’s previous fiscal year. For example, if this cap were implemented for the 2025 calendar year, the calculation would be based on the last six months of the 2024 calendar year. The average wage during this time was $42.05, and multiplying this wage amount by 52 equals

$2,186.60. The stipend cap would be updated at the start of each calendar year using this formula.

* MAPE would also need to update the Stipend request form.

*Resolved….*

*MAPE stipends should be increased and expanded.*

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| Passed by | Date |
| Local 401 Leadership Team | 4/4/2025 |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated on: 5/11/2025 Version 3 update don 6/10/2025

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

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| governing entity within MAPE has the authority by majority vote to determine the amount of the stipend they issue to volunteers. ~~Meeting minutes must be sent~~ ~~to the MAPE Financial Specialist and~~ ~~Statewide Treasurer prior to claiming~~ ~~stipends.~~  Stipends shall be paid out on a yearly or 6 month timeline as decided by the local officer team or governing entity. Stipends for local officers shall be prorated for time served as a local officer if their stipends are not based on specific periods of time spent performing local officer tasks.  Stipends will be claimed using the Local Officer and Approved Member Stipend form and submitted to MAPE’s Financial Specialist.  Those who receive a stipend based on specific periods of time spent performing local officer tasks or specific volunteer activities may not receive lost time or individual meal reimbursements based on the same period of time spent performing the same tasks or activities.  A governing entity may choose not to provide stipends. If a governing entity does provide stipends, they may set their own stipend limit below the maximum limit provided in this policy. | Stipends shall be paid out on a yearly or 6 month timeline as decided by the local officer team or governing entity. Stipends for local officers shall be prorated for time served as a local officer if their stipends are not based on specific periods of time spent performing local officer tasks.  Stipends will be claimed using the Local Officer and Approved Member Stipend form and submitted to MAPE’s Financial Specialist.  Those who receive a stipend based on specific periods of time spent performing local officer tasks or specific volunteer activities may not receive lost time or individual meal reimbursements based on the same period of time spent performing the same tasks or activities.  A governing entity may choose not to provide stipends. If a governing entity does provide stipends, they may set their own stipend limit below the maximum limit provided in this policy. |

### Locals Providing Out-of-State Travel Allowed

*Summary*

This proposal seeks to allow locals to pay for out-of-state travel, which is currently forbidden per MAPE policies. This would, for example, allow locals to send extra members to the Labor Notes conference beyond the maximum number the MAPE BoD has approved to attend using statewide funds. Based on feedback provided by the C&R and the FWG, the proposal was revised to 1) require BoD approval for locals providing out-of-state travel, and 2) require that travel coordination not be performed by MAPE staff.

*C&R Recommendation*

The committee deemed this proposal ready for debate and recommended that it be referred to the BoD. This was based on the fact that the proposal only changes MAPE’s financial policies and that it would not pose an impact on locals who don’t wish to provide out-of-state travel.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is complete, implementable as written, and ready for debate. Because this submission would modify MAPE policies, the author will decide whether the DA or the BoD will hear the proposal.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Locals Providing Out-of-State Travel Allowed**

{Insert an explanation of your resolution. Include:

Whereas…

* Locals are currently prohibited from paying for out-of-state travel.
* While MAPE Central provides funding to send some dues paying members to out-of-state trainings and events, such as Labor Notes, there is not enough funding to send all interested members to these events.
* As locals seek to find ways to spend local funds for the benefit of their members, expanding the rules to allow for out-of-state travel would provide an excellent opportunity for locals to help provide members with training or other union-related event opportunities beyond those provided by MAPE Central.
* Expanding the rules to allow locals to pay for out-of-state travel would have zero cost to MAPE Central.
* Such a rule expansion would prohibit locals from relying on MAPE Central to plan the local member’s trip, thus creating zero administrative burden for MAPE Central staff.
* This proposal would only allow travel within the United States to ensure funds are spent prudently.
* Any costs associated with this rule change would be incurred solely by a local which decides to send a member to an out-of-state event.

*Resolved….*

*MAPE’s financial policies should be updated to allow locals to pay for out-of-state travel for their members.*

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| Passed by | Date |
| MAPE Local 401 Leadership Team | 4/4/2025 |

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| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated May 11th, 2025

Version 3 updated June 6th, 2025

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

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| **What is being amended?** | **Resulting Language** |
| [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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, except as described in the “Local Costs for Out-of- State Travel” section of the MAPE Financial Policies. 9. Donating to any one charity in excess of   $1,000 per year.   1. Assessing local dues, except as provided for in the MAPE Bylaws. | [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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, except as described in the “Local Costs for Out-of- State Travel” section of the MAPE Financial Policies. 9. Donating to any one charity in excess of   $1,000 per year.   1. Assessing local dues, except as provided for in the MAPE Bylaws. |

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| 1. 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.  **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, or by majority vote of local officers.   + Lodging request is made through MAPE Central, unless travel is authorized by local officers using local funds.   + Lodging expenses do not exceed the hotel rate negotiated by MAPE, unless travel is authorized by local officers using local funds.   + 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.   **Local Costs for Out-of-State Travel**  Local officers, by majority vote, and with approval from the MAPE Board of Directors, may approve spending local funds to pay for out-of-state travel within the United States for local members to attend union-related trainings and union-related events. Local officers must | 1. 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.  **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, a statewide officer, or by majority vote of local officers.   + Lodging request is made through MAPE Central, unless travel is authorized by local officers using local funds.   + Lodging expenses do not exceed the hotel rate negotiated by MAPE, unless travel is authorized by local officers using local funds.   + 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.   **Local Costs for Out-of-State Travel**  Local officers, by majority vote, and with approval from the MAPE Board of Directors, may approve spending local funds to pay for out-of-state travel within the United States for local members to attend union-related trainings and union-related events. Local officers must |

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| perform all planning for all out-of-state travel paid using local funds. | perform all planning for all out-of-state travel paid using local funds. |

### Individual and Group Meals Allowed for Hybrid Meetings

*Summary*

This proposal would allow hybrid meeting attendees to receive individual meal reimbursements even if in-person attendees participate in a group food order. Current financial policies forbid individual meal reimbursements when a group order is performed except when there are

dietary considerations. The motivation behind this submission is the fact that, with the Return to Office (RTO) order, many committee attendees will be in the office instead of at home, and an in-person group order would prevent virtual attendees from receiving meal reimbursements.

Based on feedback from the C&R and FWG, the author revised the proposal to clarify that a governing entity (such as a local officer team) would not be obligated to offer meal

reimbursements and that the governing entity must approve these reimbursements or group orders.

*C&R Recommendation*

The committee deemed this proposal ready for debate and recommended that it be referred to the BoD. This was based on the fact that the proposal only changes MAPE’s financial policies and that it would not pose an impact on locals or other governing entities who decide not to allow hybrid individual meals.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is complete, implementable as written, and ready for debate. Because this submission would modify MAPE policies, the author will decide whether the DA or the BoD will hear the proposal.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Individual and Group Meals Allowed for Hybrid Meetings**

{Insert an explanation of your resolution. Include:

Whereas…

* MAPE members performing union business may be eligible for an individual meal reimbursement if a meal is not provided for the committee depending on the rules for the committee in question and, if applicable, the local’s financial rules.
* Prior to the COVID-19 pandemic, many committee meetings were held in-person with food provided, so individual meal reimbursements were often unnecessary.
* During the pandemic, committee meetings were held virtually, resulting in more individual meal reimbursements.
* As more local members are increasingly returning to physical office environments to perform their work at least a portion of the time, meetings which were once completely in-person or completely virtual are becoming hybrid. The prevalence of hybrid meetings will continue to grow in the coming years.
* Members virtually attending committees where meals are provided for in-person attendees may not receive an individual meal reimbursement under current financial policies, creating unintentional disparate treatment.
* While some virtual attendees could attend in-person instead, other members may be unable to attend in-person due to geographical, financial, scheduling, and/or health-related factors beyond their control.
* This policy change would not require MAPE Central or MAPE locals to provide food for both in- person and virtual committee attendees, but the change would provide them the option to offer such a benefit for both types of attendees. Therefore, this policy would not create a spending obligation for MAPE Central or any locals which did not wish to provide meals to in-person and virtual attendees.

*Resolved….*

*MAPE’s financial policies should be revised to allow virtual attendees of hybrid committees to receive individual meal reimbursements even if a group meal is provided for in-person attendees.*

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| Passed by | Date |

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| Local 401 Leadership Team | 4/14/2025 |

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| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated May 11th, 2025.

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

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| **What is being amended?** | **Resulting Language** |
| [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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-](https://www.gsa.gov/travel/plan-book/per-diem-rates) [book/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 or, if approved by the local, regional, or statewide governing entity, a member is virtually attending a hybrid meeting. This includes breakfast for all mornings of Delegate Assemblies. | [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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-](https://www.gsa.gov/travel/plan-book/per-diem-rates) [book/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 or, if approved by the local, regional, or statewide governing entity, a member is virtually attending a hybrid meeting. This includes breakfast for all mornings of Delegate Assemblies. |

### Fixing the Date of Delegate Assembly Submissions

*Summary*

This proposal seeks to adjust the deadline for resolution submissions to be considered at DA. The primary concern addressed by the author is that the deadline was too early, taking place before delegate elections and during contract negotiations.

*C&R Recommendations*

The Governance Workgroup expressed concerns that the author’s proposed resolution deadline could impact operational flexibility and make it more challenging for committees to review resolutions before DA. While the C&R shares these concerns, we ultimately concluded that this proposal was ready for debate, as the proposal, if passed, would still be administrable. We

further recommended that this proposal be referred to the BoD as it concerns operational/planning factors.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is complete, implementable as written, and ready for debate. Because this submission would modify MAPE policies, the author will decide whether the DA or the BoD will hear the proposal.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Fixing the Date of Delegate Assembly Submissions**

Whereas…

* Engagement from rank-and-file members in the governance of MAPE strengthens our union;
* The Delegate Assembly resolution and proposal process acts as a vital mechanism for change within MAPE;
* The 2025 submission deadline of April 15 was decided with inadequate input and feedback from rank-and-file members of MAPE;
* Consistent submission criteria for Delegate Assembly resolutions and proposals improves transparency and deliberative decision-making;
* An excessively early submission deadline reduces the opportunity for our members’ voices to be heard;
* A submission deadline prior to the conclusion of Delegate elections requires engagement from authors before they know whether they can attend Delegate Assembly, presenting new logistical challenges;
* A submission deadline during contract negotiations requires time and effort spent on authoring resolutions and proposals that would be better spent on contract work.

*Resolved….*

* The deadline for submitting resolutions and proposals to be considered at Delegate Assembly shall be fixed to be no earlier than fifteen weeks and no later than eleven weeks prior to the meeting of the Delegate Assembly.

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| Passed by | Date |
| Local 401 Leadership Team | 4/15/2025 |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Michael Yost | [michael.yost@gmail.com](mailto:michael.yost@gmail.com) | (918) 946-3058 |

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

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| **What is being amended?** | **Resulting Language** |
| **Resolutions and proposals to the Delegate Assembly (DA) can be submitted by:**   * Two or more members. * Local and statewide executive committees. * Locals. * Statewide standing committees identified in the Bylaws. * Board of Directors. * Board of Trustees.   Resolution and proposal writers may call upon members of the Constitution and Rules Committee for advice, but creating the resolution or proposal is the responsibility of the writer.  Resolutions and proposals must be on the document form and format provided on the MAPE website.  When existing text, such as in a governing document or policy, is to be changed, the submitter is responsible for using the legislative-format: text to be added is underlined; text to be deleted is struck through and the final version of the text is also included. If the text in the columns differ, the DA vote will be on the text in the “resulting language” column.  If not used, the “amendment” and “resulting language” tables should be omitted.  Resolutions and proposals can be submitted via e-mail | **Resolutions and proposals to the Delegate Assembly (DA) can be submitted by:**   * Two or more members. * Local and statewide executive committees. * Locals. * Statewide standing committees identified in the Bylaws. * Board of Directors. * Board of Trustees.   Resolution and proposal writers may call upon members of the Constitution and Rules Committee for advice, but creating the resolution or proposal is the responsibility of the writer.  Resolutions and proposals must be on the document form and format provided on the MAPE website.  When existing text, such as in a governing document or policy, is to be changed, the submitter is responsible for using the legislative-format: text to be added is underlined; text to be deleted is struck through and the final version of the text is also included. If the text in the columns differ, the DA vote will be on the text in the “resulting language” column.  If not used, the “amendment” and “resulting language” tables should be omitted.  Resolutions and proposals can be submitted via e-mail |

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| to [CRCommittee@mape.org](mailto:CRCommittee@mape.org) or mailed to MAPE Central, Attention: C&R Committee.  Resolutions and proposals may be submitted as early as January 1.  The submission deadline for ~~R~~resolutions and proposals ~~must~~may be ~~received~~ no later than 11 weeks and no earlier than 15 weeks before Delegate Assembly. The exact date will be published on the MAPE website.  The Constitution and Rules Committee will acknowledge, by e-mail, receipt of resolutions and proposals. The acknowledgement will inform the submitter that the resolution or proposal will stand a better chance of being passed if an informed delegate will speak in favor of it and be able to explain it.  Time permitting, the Constitution and Rules Committee may contact a resolution’s or proposal’s submitter to suggest clarifying changes be made to a resolution or proposal, but the final wording will be that of the submitter.  **Inappropriate Resolutions**  If a majority of the Constitution and Rules Committee determines statute or law change(s) would be necessary to implement the resolution or proposal, the committee will refer the resolution or proposal to the Government Relations Committee (and send a copy to the Negotiations Committee) and not post or mail it, and the resolution’s or proposal’s submitter will be notified as soon as possible.  The submitter of a resolution or proposal deemed inappropriate and referred by the Constitution and Rules Committee may appeal to the Board of Directors at the | to [CRCommittee@mape.org](mailto:CRCommittee@mape.org) or mailed to MAPE Central, Attention: C&R Committee.  Resolutions and proposals may be submitted as early as January 1.  The submission deadline for resolutions and proposals may be no later than 11 weeks and no earlier than 15 weeks before Delegate Assembly. The exact date will be published on the MAPE website.  The Constitution and Rules Committee will acknowledge, by e-mail, receipt of resolutions and proposals. The acknowledgement will inform the submitter that the resolution or proposal will stand a better chance of being passed if an informed delegate will speak in favor of it and be able to explain it.  Time permitting, the Constitution and Rules Committee may contact a resolution’s or proposal’s submitter to suggest clarifying changes be made to a resolution or proposal, but the final wording will be that of the submitter.  **Inappropriate Resolutions**  If a majority of the Constitution and Rules Committee determines statute or law change(s) would be necessary to implement the resolution or proposal, the committee will refer the resolution or proposal to the Government Relations Committee (and send a copy to the Negotiations Committee) and not post or mail it, and the resolution’s or proposal’s submitter will be notified as soon as possible.  The submitter of a resolution or proposal deemed inappropriate and referred by the Constitution and Rules Committee may appeal to the Board of Directors at the |

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| next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Constitution and Rules Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution or proposal will be posted and mailed to Delegate Assembly registrants. | next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Constitution and Rules Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution or proposal will be posted and mailed to Delegate Assembly registrants. |

### Local Funding Based on Percentage of Each Member’s Dues

*Summary*

This proposal sought to change local funding from $1.25 per local member to 5 percent of local dues collected. This would address the fact that local funding remains the same despite recent dues increases. Based on feedback from the C&R and FWG, the author added a proviso to their proposal to indicate that it would only take effect once UnionWare is replaced, as our union’s current software would be unable to calculate local dues distributions using this model.

*C&R Recommendation*

The C&R deemed this proposal as ready for debate and recommended that it be forwarded to DA because of the impact it would have on locals and so it could be incorporated into the FWG’s 2026 budget recommendations presented and voted on at DA.

*EC Determination*

The EC expressed concern that this proposal, even if passed, would not actually go into effect due to the aforementioned proviso. The author agreed to rescind the proposal submission and will submit an alternative proposal next year.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Local Funding Based on Percentage of Each Member’s Dues**

{Insert an explanation of your resolution. Include:

Whereas…

* MAPE locals are funded using $1.25 of each of their member’s union dues deducted from their wages.
* This flat rate did not change when general membership dues rates were updated so they would be based on one’s hourly wage; while this reform resulted in more money flowing into our union, there was no change in the amount locals received.
* As wages and general membership dues go up, converting the amount that goes to locals to a percentage would ensure that locals continue receiving adequate funding for the long-term.
* This policy change would result in less money going to MAPE Central and more money going to individual locals.
* This policy would only be implemented if 1) a prior resolution or proposal submitted to Delegate Assembly or the Board of Directors which would increase local funding has not already been implemented, and 2) MAPE fully replaces UnionWare with an alternative union membership database program that can handle the calculation and distribution of local funds based on a percentage model.

*Resolved….*

*Provided that any prior resolution or proposal introduced to the MAPE Delegate Assembly or Board of Directors which would increase local funding has not already been implemented, and provided that MAPE fully replaces UnionWare with an alternative union membership database software program which can handle the calculation and distribution of local funds based on a percentage model, local funds shall be based on a percentage of dues collected from local members instead of a flat $1.25 rate per member.*

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| Passed by | Date |
| Local 401 Leadership Team | 4/4/2025 |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated: 5/11/2025 Version 3 updated: 5/23/2025

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

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| **What is being amended?** | **Resulting Language** |
| [**https://mape.org/resources/mape-**](https://mape.org/resources/mape-documents/mape-policies/financial)[**documents/mape-policies/financial**](https://mape.org/resources/mape-documents/mape-policies/financial)  **Policy:**   * **Opera�ons Con�nuity Fund**: Disbursements from this fund are to cover MAPE opera�ng expenses during a labor ac�on and is funded with 1 percent of dues income. * **Capital Improvement Fund**: Expenditures from this fund are for capital improvements such as furniture and computer equipment and is funded with 1 percent of dues income plus deprecia�on transfers. * **Nego�a�ons Team Fund**: Expenditures will be for nego�a�on expenses consistent with the MAPE Reimbursement Policy. This is funded at the monthly pro rata share of the nego�a�ons budget. If nego�a�on expenses exceed this fund balance, a transfer must be made from the undesignated reserve. * **Undesignated Reserve Fund**: This will be funded with unused income. * **Local/Regional Fund**: This is funded by local dues collected, less expenses, to provide for local ac�vi�es. Locals will be funded each pay period based on 5 percent of dues collected ~~dues at a~~ ~~rate of $1.25 per~~ from each individual member. [1]   [1] Proviso – Local funding will be based on 5 percent of dues collected from each individual member provided that MAPE fully replaces UnionWare with an alterna�ve union membership database so�ware program which can handle the calcula�on and distribu�on of local funds based on a percentage model. | [**https://mape.org/resources/mape-**](https://mape.org/resources/mape-documents/mape-policies/financial)[**documents/mape-policies/financial**](https://mape.org/resources/mape-documents/mape-policies/financial)  **Policy:**   * **Opera�ons Con�nuity Fund**: Disbursements from this fund are to cover MAPE opera�ng expenses during a labor ac�on and is funded with 1 percent of dues income. * **Capital Improvement Fund**: Expenditures from this fund are for capital improvements such as furniture and computer equipment and is funded with 1 percent of dues income plus deprecia�on transfers. * **Nego�a�ons Team Fund**: Expenditures will be for nego�a�on expenses consistent with the MAPE Reimbursement Policy. This is funded at the monthly pro rata share of the nego�a�ons budget. If nego�a�on expenses exceed this fund balance, a transfer must be made from the undesignated reserve. * **Undesignated Reserve Fund**: This will be funded with unused income. * **Local/Regional Fund**: This is funded by local dues collected, less expenses, to provide for local ac�vi�es. Locals will be funded each pay period based on 5 percent of dues collected from each individual member. [1]   [1] Proviso – Local funding will be based on 5 percent of dues collected from each individual member provided that MAPE fully replaces UnionWare with an alterna�ve union membership database so�ware program which can handle the calcula�on and distribu�on of local funds based on a percentage model. |

### FICA Tax Withholding Requirement for All Taxable Payments

*Summary*

This proposal sought to mandate immediate FICA withholding on non-wage taxable distributions on fringe benefits such as individual meal reimbursements. Currently, FICA

(Medicare and Social Security) taxes are only collected retroactively when a member receives taxable wages from MAPE, such as lost time income. For example, if a member receives several individual meal reimbursements from January through May and then receives lost time in June, FICA taxes are taken out of their lost time wages based on both their lost time wages and their previously-distributed individual meal reimbursements. Moreover, a member who only receives fringe benefits and never receives wages from MAPE would never have FICA taxes withheld

from their payments.

Based on C&R and FWG feedback, the author added a proviso to only allow this proposal to go into effect once a payroll software upgrade was performed to make immediate FICA withholding feasible for taxable fringe benefits.

*C&R Recommendation*

The C&R deemed this proposal ready for debate and recommended that it be heard by the BoD, given how it was technical and administrative in nature.

*EC Determination*

The EC expressed concern that this proposal, even if passed, would not actually go into effect due to the aforementioned proviso. The author agreed to rescind the proposal submission and resubmit this proposal once a payroll software upgrade is performed.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**FICA Tax Withholding Requirement for All Taxable Payments**

{Insert an explanation of your resolution. Include:

Whereas…

* Payments received by an individual treated as taxable wage income must have Federal Insurance Contributions Act (FICA) taxes withheld. FICA taxes help fund Social Security and Medicare, and these taxes serve as a credit toward future Social Security distributions.
* MAPE withholds FICA taxes from lost time income, but if a member receives other forms of taxable payments treated as taxable fringe benefits, such as individual meal reimbursements, then FICA taxes are not withheld. FICA taxes are, instead, withheld retroactively the next time the member receives lost time.
* Members who receive fringe benefits more often than lost time may encounter substantial FICA tax withholding from their next lost time payment, leading to confusion.
* Members who exclusively receive fringe benefits will effectively never have FICA taxes withheld from taxable payments from MAPE.
* FICA taxes that should’ve been withheld for one year often end up getting withheld for a subsequent year for those who receive fringe benefits in one year without subsequently receiving lost time before the start of the next year.
* By requiring MAPE to withhold FICA taxes on distributions of taxable fringe benefits, there would be less confusion among recipients while ensuring that appropriate taxes are timely collected by our union.
* This proposal would require MAPE to update their payroll system to begin collecting FICA taxes on taxable fringe benefits instead of performing retroactive FICA tax withholding the next time a MAPE member receives lost time.
* After MAPE updates their payroll system, there would be no additional costs associated with this policy change.

*Resolved….*

*Provided that MAPE updates, upgrades, or replaces their payroll software to allow FICA withholding on all taxable payment distributions, MAPE shall withhold FICA taxes on all taxable payments to members.*

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| --- | --- |
| Passed by | Date |
| Local 401 Leadership Team | 4/4/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 763-242-0816 |

Version 2 updated on 5/11/2025 Version 3 updated on 5/23/2025

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

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| **What is being amended?** | **Resulting Language** |
| [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **FICA Taxes**  All taxable payments made to members, such as lost time and individual meal reimbursements, shall have FICA taxes (Social Security taxes and Medicare taxes) withheld. [1]  [1] Proviso – This requirement is effective provided that MAPE updates, upgrades, or replaces their payroll software to allow FICA withholding on all taxable payment distributions. | [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **FICA Taxes**  All taxable payments made to members, such as lost time and individual meal reimbursements, shall have FICA taxes (Social Security taxes and Medicare taxes) withheld. [1]  [1] Proviso – This requirement is effective provided that MAPE updates, upgrades, or replaces their payroll software to allow FICA withholding on all taxable payment distributions. |

### 100 Percent Sick Leave to Employee on Layoff

*Summary*

This proposal would provide a cashout of sick leave for employees that are going to be laid off.

*C&R Recommendation*

The C&R deemed this proposal not ready for debate, as it relates to an employee contractual benefit won through the collective bargaining process. The C&R referred this proposal to the Negotiations Committee.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is not ready for debate.

##### 2025 MAPE DELEGATE ASSEMBLY RESOLUTION

Resolutions will be accepted until April 15, 2025. Send Resolutions to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal.

##### 100 percent sick leave to employee on layoff

Whereas…

* Sick Leave is valuable for employees.
* Sick Leave accrues slower than vacation leave. (Sick: 4 hours every 2 weeks for a full-time employee; Vacation: 8 hours for a new employee every 2 weeks)
* Employees may have chosen to not use their sick leave, i.e., saving for a catastrophe.
* Sick Leave converts to HSCA upon retirement, but in the event of a layoff it's paid out in cash at 40% for the first 900 hours.
* With a layoff, the current contract withholds 60% of sick leave if not used by an employee being laid off.
* With a layoff, it is unclear what happens to the other 60% not paid out for the first 900 hours.
* Employees should be able to receive the unused sick leave hours in the event of a layoff, and not just in retirement.
* It seems unfair to advertise sick leave as part of a benefit package, and not be able to receive all earned benefits.
* It is rare that layoff situations occur. It is even rarer that an employee would have 900 hours of sick leave. Layoffs are likely to impact newer workers. This policy will impact newer hires that have fewer hours of accrued sick leave.
* Identify cost implications, if any. The current policy encourages workers identified to be laid off to use all their sick leave, so it would be a wash financially.
  + For illustration only: Assuming a pay rate of $20 per hour with 4 hours of sick leave earned per pay period (2 weeks), a person to be laid off with one year (26 pay periods) of state service, would have earned 104 hours of sick leave. Estimating that the employee used 44 hours per year due to illness and

medical/dental appointments, that leaves 60 hours of sick leave, or $1200 that could be useful for the employee’s needs, perhaps for COBRA for 3-4 months.

* Supervisors, Managers and Payroll staff are accountable to share knowledge and implementation of this policy. Status reports, if needed, could be created by Payroll staff.

*Resolved….*

*The employee to be laid off is to receive cash within two weeks of the final layoff, for all sick hours not used by the employee.*

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

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Deb Grundmanis | [Deb.grunbdmanis@state.mn.us](mailto:Deb.grunbdmanis@state.mn.us) | 651-201-4408 |

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

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| **What is being amended?** | **Resulting Language** |
| {Enter the language your are amending or proposing}  {Use strike through to indicate text deleted. Use underline to indicate test added.}  {Do not use Track Changes in Word. It will not work properly.} | {Enter the resulting language.} |

### Local Donations to Other Union Activities

*Summary*

This proposal sought to allow locals to donate to other union activities, such as union strikes, without BoD approval to help expedite donations for unions who need them immediately.

*C&R Recommendation*

Based on C&R and FWG feedback, the author withdrew this proposal due to concerns related to overlap with MAPE’s donation policy. The author will reevaluate this proposal and may rewrite it in the future.

*EC Determination*

The EC concurred with the C&R's concerns.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Local Donations to Other Union Activities**

{Insert an explanation of your resolution. Include:

Whereas…

* The working class has seen an unprecedented assault on our collective bargaining rights in recent times.
* In this tumultuous period, unions should have the capacity to support each other in their collective struggles for fair wages, exceptional benefits, and workplace protections.
* MAPE Central currently allows locals to donate to union organizing activities with approval from the Board of Directors (BoD).
* A MAPE local that wishes to donate to another union’s strike may not have enough time to receive formal approval from the MAPE BoD to make such a donation when it would be needed most.
* The BoD would still have authority to approve or reject local donations to a union cause which exceeds $1,000.
* Support provided to another union may not necessarily be monetary, such as food and water for striking workers, and any such in-kind donation would not be limited under this policy change.
* As donations allowed under this policy change would come from local funds, there would be no financial repercussions for MAPE Central to implement this policy.

*Resolved….*

*Locals should be able to donate to other union activities without prior approval from the Board of Directors.*

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| Passed by | Date |
| Local 401 Leadership Team | 4/4/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Ronald Dixon | [Rwdixon1993@gmail.com](mailto:Rwdixon1993@gmail.com) | 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** |
| [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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~~ except as provided in the “Donations” section of the MAPE Financial Policies. 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.   1. Assessing local dues, except as provided for in the MAPE Bylaws. 2. Paying for attorney fees or legal settlements.   ---  Board of Directors if $1,000 or more; locals may donate to labor causes without approval from | [https://mape.org/resources/mape-](https://mape.org/resources/mape-documents/mape-policies/financial) [documents/mape-policies/financial](https://mape.org/resources/mape-documents/mape-policies/financial)  **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, except as provided in the “Donations” section of the MAPE Financial Policies. 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.   1. Assessing local dues, except as provided for in the MAPE Bylaws. 2. Paying for attorney fees or legal settlements.   ---  Board of Directors if $1,000 or more; locals may  donate to labor causes without approval from the Board of Directors if cumulative donations in |

|  |  |
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| the Board of Directors if cumulative donations in a year from a local to a labor cause are less than $1,000. There is no restriction on locals performing in-kind donations to union strikes, and in-kind donations do not count toward the  $1,000 annual donation cap. If the Board of Directors sanctions donations to specific union causes, then the donation cap made using local funds may exceed $1,000 with approval from the Board of Directors. | a year from a local to a labor cause are less than $1,000. There is no restriction on locals performing in-kind donations to union strikes, and in-kind donations do not count toward the  $1,000 annual donation cap. If the Board of Directors sanctions donations to specific union causes, then the donation cap made using local funds may exceed $1,000 with approval from the Board of Directors. |

### Resolution Rejection Process Reform

*Summary*

This proposal seeks to limit the EC’s ability to limit resolutions from being heard at DA.

Specifically, this proposal would limit rejections to narrow circumstances, such as situations where resolutions are promoting bigotry or would violate a law or statute. The proposal would also require a unanimous vote from each EC member to reject a resolution, provide lost time to authors who appeal a rejection to the BoD, and forbid the EC from stopping a non-resolution proposal from being heard at DA that was referred by the BoD.

*C&R Recommendation*

The C&R determined this proposal was not ready for debate, as the author did not make the revisions recommended by the C&R. Specifically, the C&R expressed concern that there was no exception granted when the C&R determines a resolution is not ready for debate. The C&R also expressed concern that a rejection would require 100 percent of the entire EC to be present and vote affirmatively to reject a resolution. Finally, the C&R takes the position that this submission was a response to the 2024 resolution process, but changes made to the 2025 process, such as the extended resolution window and the opportunity for authors to work with the C&R on revisions, led the committee to conclude that the underlying concerns have already been addressed.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is not ready for debate.

The author appealed this rejection to the BoD, who concurred with the EC’s determination.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Resolution Rejection Process Reform**

Whereas…

* MAPE statewide Executive Committee (EC) currently has the authority to prevent a resolution which does not modify MAPE governing documents from being heard at Delegate Assembly (DA).
* A rejected resolution may be appealed at a MAPE Board of Directors (BoD) meeting, where the BoD may decide to override the EC’s rejection.
* In 2024, the EC rejected most resolution submissions, but all the rejected resolutions were successfully appealed at the subsequent BoD and were either approved at the DA or referred to committee during the DA.
* As the DA is the ultimate governing body of our union, the ability for dues paying members of our union to submit resolutions to the DA should be protected, save for rare exceptions, and safeguards should be put into place to prevent resolutions from being obstructed before they can be heard at DA.
* While resolution safeguards are important, the EC should have the authority to reject resolutions which are blatantly inappropriate, such as those which promote discrimination or illegal activities.
* Given the severity of a resolution rejection, requiring unanimous consent from the entire EC to reject a resolution would be an appropriate way to highlight what should be considered an extraordinary circumstance.
* A rejection appeal to the BoD, which cannot be performed on work time, should be compensated by the BoD in recognition of the time the submitter is taking from work due to the EC’s rejection.
* Given the recent distinction made between “resolutions” and “proposals”, new additional safeguards should be put into place to ensure the EC cannot override a decision by the BoD to refer a proposal to the DA.
* These resolution rejection process reforms would save our union money and time by preventing unnecessary appeals before the BoD.

*Resolved….*

The resolution rejection process should be reformed.

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| Passed by | Date |
| MAPE Local 401 Leadership Team | 4/4/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Michael Yost | [Michael.yost@gmail.com](mailto:Michael.yost@gmail.com) | (918) 946-3058 |

Second Version Completed 5/11/2025

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

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| **What is being amended?** | **Resulting Language** |
| Section 5. **Resolutions Submitted to the Delegate Assembly**.  (This section does not apply to resolutions modifying a governing document.)  Before the mailing and posting of proposed resolutions to the DA, any member of the statewide Executive Committee can object by motion to the consideration of the question for one of the following reasons only:   * The resolution promotes any form of discrimination, bigotry, hatred, bullying, unethical behavior, criminal behavior, and/or harassment. * The Resolution violates any current statute or law.   If the objection motion is passed ~~by a~~ ~~two-thirds vote of~~ unanimously by the Executive Committee, the resolution will be dropped, not mailed, and not posted, and the resolution’s submitter will be notified as soon as possible. Every member of the Executive Committee must be present for a unanimous vote to take place.  The submitter of a resolution rejected by the Executive Committee may appeal to the Board of Directors at the next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Executive Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution will be posted and  mailed. The Board of Directors shall | Section 5. **Resolutions Submitted to the Delegate Assembly**.  (This section does not apply to resolutions modifying a governing document.)  Before the mailing and posting of proposed resolutions to the DA, any member of the statewide Executive Committee can object by motion to the consideration of the question for one of the following reasons only:   * The resolution promotes any form of discrimination, bigotry, hatred, bullying, unethical behavior, criminal behavior, and/or harassment. * The resolution violates any current statute or law.   If the objection motion is passed unanimously by the Executive Committee, the resolution will be dropped, not mailed, and not posted, and the resolution’s submitter will be notified as soon as possible. Every member of the Executive Committee must be present for a unanimous vote to take place.  The submitter of a resolution rejected by the Executive Committee may appeal to the Board of Directors at the next Board meeting. A two-thirds vote of the Board members present and voting would sustain the Executive Committee’s action. If less than two-thirds of the Board members present and voting vote to sustain, the resolution will be posted and mailed. The Board of Directors shall |

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| provide lost time to the submitter of a resolution for the appeal of a rejection.  Under no circumstance can the Executive Committee object by motion to the consideration of a non-resolution proposal that the Board of Directors voted to refer to delegates. | provide lost time to the submitter of a resolution for the appeal of a rejection.  Under no circumstance can the Executive Committee object by motion to the consideration of a non-resolution proposal that the Board of Directors voted to refer to delegates. |

### In Defense of Immigrant Rights

*Summary*

This proposal would 1) instruct MAPE not to voluntarily cooperate with Immigration and Customs Enforcement (ICE), 2) sign a national labor petition, 3) add this general issue to our legislative priorities, 4) sponsor or promote "Know Your Rights" trainings with respect to

immigration enforcement, and 5) require MAPE's support for divesting from foreign governments complacent or involved in "extraterritorial abduction", such as El Salvador.

*C&R Recommendation*

The author did not reply to the C&R’s request for specific language revisions to MAPE’s governance policies. In addition, because this revision was not submitted, there was no

opportunity for the FWG, Political Council, and Governance Workgroup to review the revised version of this proposal. The C&R would have also needed a legal review of a revised version of this proposal, specifically regarding the requirement for MAPE to not cooperate with ICE.

Therefore, the C&R was unable to deem this proposal as ready for debate, but we encouraged the author to pursue the ideas within this proposal individually by working with MAPE’s various committees and groups, such as the Employee Rights Committee (ERC), the Union Power

Project (UPP), and the Political Council (PC). Additionally, the C&R recommended that, if this proposal were to be submitted next year, it be split into several different proposals.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is not ready for debate.

The author appealed this rejection to the BoD, who concurred with the EC’s determination.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**In Defense of Immigrant Rights**

Whereas…

* MAPE’s Constitution calls for our union “to represent its members, … to promote the welfare of the membership, and to advance the interests of all government employees … without regard to … national origin.”
* MAPE’s membership includes a significant number of workers whose presence in the United States is legally authorized through visas or green cards.
* The Fourth, Fifth, and Fourteenth Amendments to the U.S. Constitution protect the right of individuals to the due process of law and freedom from arbitrary searches and detentions, regardless of immigration status or citizenship.
* The federal government has abducted immigrant union members from the Service Employee International Union (SEIU), United Auto Workers (UAW), the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART), and Familias Unidas por la Justicia, including as reprisal for the exercise of their rights to free speech and organizing under the First Amendment.
* The federal government has sent abductees, regardless of their national origin, to El Salvador’s so-called “Center for Terrorism Confinement” (CECOT), where human rights observers have documented cases of torture, malnutrition, detention without charge, and deprivation of due process.[1](#_bookmark16)
* Attacks on immigrant communities are attacks on the working class. Resolved…
* MAPE shall not voluntarily cooperate with federal agents to enforce federal immigration laws except when compelled to do so by a legally authorized judicial warrant. MAPE shall not grant Immigration & Customs Enforcement (ICE) any information about or access to MAPE

1 [Human Rights Watch declaration on prison conditions in El Salvador for the J.G.G. v. Trump case](https://www.hrw.org/news/2025/03/20/human-rights-watch-declaration-prison-conditions-el-salvador-jgg-v-trump-case)

Proposal: In Defense of Immigrant Rights

members, employees, or premises, unless legally compelled to do so. MAPE shall not collect personal information which might reveal an individual’s immigration status, except as required by federal I-9 requirements applicable to MAPE employees.

* MAPE shall sign the national labor petition, “[Labor Demands an End to the Assault on the](https://form.jotform.com/250850668516059) [Right to Organize and Protest](https://form.jotform.com/250850668516059).”
* The Political Council shall add [the North STAR Act](https://www.revisor.mn.gov/bills/bill.php?f=HF3459&y=2024&ssn=0&b=house), or substantially similar legislation which limits Minnesota’s state- and local-level cooperation with immigration enforcement, to its legislative priorities.
* MAPE shall sponsor and/or promote “Know Your Rights” training for MAPE members, detailing individual and workplace rights against immigration enforcement.
* MAPE shall support divestment from foreign governments, including El Salvador, which provide material assistance to, or participate in extraterritorial abduction. Such support shall include divesting MAPE’s own funds from such governments, and support for pension divestment through existing political and legislative efforts.

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| --- | --- |
| Passed by | Date |
| Michael Yost, Tony Aarts, The Solidarity Caucus | 4/15/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Michael Yost | [michael.yost@gmail.com](mailto:michael.yost@gmail.com) | (918) 946-3058 |

### Scholarships

*Summary*

This proposal seeks to require MAPE to honor scholarships, expand the role of the Scholarship Committee, and provide further direction to the FWG and BoD concerning the quantity of

scholarships and the scholarship winner selection process.

*C&R Recommendation*

Our committee requested specific bylaw/policy language from the author, but we never received a proposal revision, so we deemed this proposal as not ready for debate.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is not ready for debate. The author appealed this rejection to the BoD, who concurred with the EC’s determination.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**Scholarships**

Whereas…

MAPE has had a wonderful history of honoring former MAPE members through scholarships that are awarded to specific individuals to allow them continuing education that is not degree seeking. Having the opportunity for professional development is vital for a strong well informed membership.

In the past, scholarships have been paused by the Board of Directors.

This resolution/policy seeks to strike a balance between honoring the named scholarships and general scholarships to be equitable to members.

When MAPE has scholarships in the name of specific union members, former or current, MAPE must honor those scholarships regardless of current practices.

There is a policy in place outlining all the expectations of all the scholarships. The board has authority to pause the general scholarship and spouse/dependent scholarship but should not have authority to pause specific named scholarships.

The assigned accountability for implementation would be the finance committee to determine the amount awarded per applicant with the board determining who meets minimum requirements of the named scholarships.

Potential costs of this resolution/policy would be in lost time to discuss review applicants and lost time for the board to make final selections.

*Resolved….*

When MAPE has scholarships in the name of specific union members, former or current, MAPE must honor those scholarships regardless of current practices.

The board has the authority to name MAPE members in a scholarship committee.

* The scholarship committee shall have at minimum one board member as a part of the scholarship committee and not to exceed 7 total members.
* The scholarship committee will be responsible for determining the merits of the applications and produce a final list of applicants to present to the board.

The finance committee will determine how many awards can be given based on funds set aside for the named scholarships and send the final number of awards to the board.

The board will select scholarship recipients based on the list produced by the scholarship committee and finance committee. Selection will be done at the board’s discretion.

|  |  |
| --- | --- |
| Passed by | Date |
| Ariel Johnson (1402), Christina Berry (1901), Sheenah Jewison (1902) | 04/14/2025 |

|  |  |  |
| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Sheenah Jewison | [choeyoojin@gmail.com](mailto:choeyoojin@gmail.com) | 218-360-6520 |

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

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| --- | --- |
| **What is being amended?** | **Resulting Language** |
| {Enter the language your are amending or proposing}  {Use strike through to indicate text deleted. Use underline to indicate test added.}  {Do not use Track Changes in Word. It will not work properly.} | {Enter the resulting language.} |

### All Member Voting

*Summary*

This proposal seeks to require certain financial decisions to be made by the general

membership, such as those that have MAPE financial impacts and impacts outside of our union.

*C&R Recommendation*

The FWG indicated that, as written, this proposal would not be administrable and impact our union’s ability to make day-to-day decisions. The author was making revisions to address this concern, but they did not submit them in time before the final deadline. As such, the C&R

deemed this proposal as not ready for debate.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is not ready for debate. The author appealed this rejection to the BoD, who concurred with the EC’s determination.

##### MAPE Proposal to the Board of Directors

Send Proposals to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal, this includes bylaws and policy. Policy proposals can be reviewed and implemented by the Board of Directors anytime throughout the year. The Board of Directors may vote to send the proposal to the Delegate Assembly for a vote.

**All Member Voting**

Definitions:

Item – any resolution, governing document, or campaign endorsement All-member vote – vote

Whereas…

MAPE has had a wonderful history of building coalitions with other unions to bring equity to all state employees. An example is the history of Paid Parental Leave for all state employees. It is vital that MAPE continues to be a leader among unions and continue to pave the way for better working conditions for all!

However, it is clear that with political tensions rising, it is hard to get the most accurate representation of member demographics at delegate assembly. This has left members in the perceived minority feeling less than accurately represented on issues that far outreach MAPE.

This resolution/policy seeks to strike a balance between those who want to see important work moved forward and those who would like to feel more involved in the process of the focus MAPE has in the important work.

When MAPE seeks to pass a resolution or a governing document that have impacts outside of MAPE and/or may have a financial impact on MAPE members, an all-member vote shall be required before implementation of change, and/or financial backing is issued.

An all-member vote would follow the same procedures as a contract ratification vote. Vote will be adopted by a two-thirds majority vote based on total number of members who participated.

The assigned accountability for implementation would be the constitution and rules committee with the board determining what meets the criteria for a vote as outlined above. The understanding would be that any item that has already started outside of MAPE or has the potential to be expanded beyond MAPE would meet the merits of this resolution/policy. At the time in which the board is notified that previously approved resolutions meet the merits, the board will be require to send the item to a vote.

Potential costs of this resolution/policy would be in lost time to discuss the merits of the items in a board meeting and the cost of staff time to conduct the vote.

*Resolved….*

When MAPE resolutions or governing documents that have impacts outside of MAPE and/or may have a financial impact on MAPE, an all-member vote shall be required before the implementation of the change, and/or financial backing is issued.

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| Passed by | Date |
| Jessica Drahota (1903), Ariel Johnson (1402), Christina Berry (1901),  Sheenah Jewison (1902) | 4/14/2025 |

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| --- | --- | --- |
| Contact Name | Contact E-mail Address | Contact Phone |
| Sheenah Jewison | [choeyoojin@gmail.com](mailto:choeyoojin@gmail.com) | 218-360-6520 |

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

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| **What is being amended?** | **Resulting Language** |
| Additional language to the Constitution | Article IV. Section 9. **All-Member Voting.** When MAPE resolutions or governing documents that have impacts outside of MAPE and/or may have a financial impact on MAPE, an all-member vote shall be required before the implementation of the change, and/or financial backing is issued. |

### Clarification of Term Limits

*Summary*

This proposal seeks to provide an adjustment to statewide and regional office term limits from "no more than two consecutive terms in the same office" to "no more than eight (8) consecutive years in the same office". This proposal would also remove the proviso indicating that terms before 2023 don't count toward term limits.

*C&R Recommendation*

As this proposal was not revised to align with the proper format by the deadline, the C&R deemed this proposal as not ready for debate.

*EC Determination*

The EC concurred with the C&R’s recommendation that this proposal is not ready for debate. The author appealed this rejection to the BoD, who concurred with the EC’s determination.

**2025 MAPE DELEGATE ASSEMBLY RESOLUTION**

**Clarification of Term Limits**

Whereas, MAPE is committed to fair leadership rotation, democratic governance, and transparency;

Whereas, prior to 2023, statewide officer terms were two (2) years in length, and were subsequently extended to four (4) years;

Whereas, without a cap, officers elected prior to the extension could potentially serve significantly longer than newly elected leaders under current term limits;

Whereas, applying consistent limits ensures leadership opportunities are equitably available to new voices while preserving institutional knowledge;

Whereas, a transitional term limit would provide clarity and fairness by recognizing prior service while ensuring reasonable turnover;

Whereas, implementing this amendment would not incur significant costs and would enhance long-term organizational health;

Resolved, that MAPE shall amend Article VIII – Elections and Vacancies of the Bylaws to include a provision limiting the total term length for elected officers who began service before the 2023 term extension.

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| Passed by | Date |
| Jon VanOeveren (Local 1002) Michael Yost (Local 401) | 4/15/2025 |

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| Contact Name | Contact E-mail Address | Contact Phone |

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| Jon VanOeveren | [jonvanoeveren@gmail.com](mailto:jonvanoeveren@gmail.com) | 651-368-6839 |

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

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| **What is being amended?** | **Resulting Language** |
| Remove proviso 3 and modify Section 2.B language to change limiting years in office from two consecutive terms to eight consecutive years in Article VIII - Elections and Vacancies | B. **Statewide and Regional Elections**. Voting in statewide and regional elections shall be by secret ballot by MAPE members. The term shall be four years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules. Statewide and Regional Officers shall be eligible to serve for no more than eight (8) ~~two~~ consecutive years  ~~terms~~ in the same office. Regional Directors in even-numbered Regions shall be elected in even- numbered years; Regional Directors in odd-numbered Regions shall be elected in odd- numbered years. \*Term limits apply even if terms of office are extended due to change in election timing. [1][2]~~[3]~~  ~~[3] Proviso – No terms before~~ ~~2023 count toward term limits.~~  . |

### MAPE Restructure

*Summary*

This resolution seeks to allow delegates to vote on restructuring MAPE, choosing from various options. After various discussions with the C&R, the author submitted a resolution revision outlining exactly what they wish to update in the MAPE Constitution to facilitate this restructure: language to replace locals/regions with chapters/cohorts with a focus on

agencies/departments and converting locals/regions into a new branch of our union with a geographical focus. In addition, the resolution calls for DA to 1) debate all the options (nothing, light, medium, and heavy, the latter three of which would be allowed under the core Constitution changes), and 2) allow a remote delegate vote post-DA to let the winning result (as determined by rank choice voting) go to the general membership for a vote. A "nothing" decision by delegates would stop the restructure. If the light, medium, or heavy option won

the DA vote, then this winning idea would go to the general membership for a vote, and 2/3rds of them would need to vote to approve the constitutional amendment and initiate the restructure. The BoD would then be tasked with adjusting policies, rules, and bylaws.

*C&R Recommendation*

While our committee would have preferred to carefully review the details on the specific light, medium, and heavy restructure proposals prior to a determination, we ultimately concluded that the resolution itself was ready for debate.

*EC Determination*

The EC disagreed with the C&R’s recommendation due to the need to review the aforementioned details prior to a determination and that there would be insufficient time to fully scrutinize the full set of proposals prior to DA. The author appealed this rejection to the BoD, who concurred with the EC’s determination.

##### 2025 MAPE DELEGATE ASSEMBLY RESOLUTION

Resolutions will be accepted until April 15, 2025. Send Resolutions to: [C&RCommittee@mape.org](mailto:C%26RCommittee@mape.org)

A resolution proposes a change to the MAPE Constitution or Election rules.

Everything else should be a policy proposal.

**MAPE Restructure**

Whereas:

* MAPE’s Executive Team charged the Restructure Project Team with developing a proposal for a new structure for MAPE
* As conditions of work have changed, MAPE’s current structure has resulted in difficulties engaging members and building power
* The proposed new structure would reduce those difficulties and increase the union’s ability to successfully engage in necessary collective action
* The proposed new structure will be adopted in a phased manner that supports member-to- member relationships and the development of member leaders
* The cost of this proposal to MAPE as an organization would be limited to staff time spent supporting implementation
* Implementation will be carried out by a team identified by and accountable to MAPE’s Board of Directors

*Resolved….*

*Delegates will participate in a ranked choice vote of four options:*

1. *No change to MAPE’s current structure*
2. *Light changes to MAPE’s current structure, as presented by the Restructure Project Team*
3. *Moderate changes to MAPE’s current structure, as presented by the Restructure Project Team*
4. *Significant changes to MAPE’s current structure, as presented by the Restructure Project Team*

*If any of Options 2-4 win the vote, the corresponding amendments to MAPE’s Constitution are endorsed and referred to a vote of membership. Per Article VIII of MAPE’s Constitution, a two-thirds vote of the membership vote received by secret ballot is required for the amendment to pass.*

*In the event the amendment passes the membership vote, a committee identified by and accountable to MAPE’s Board of Directors will be responsible for leading implementation of the option that won the ranked choice vote, including but not limited to modifying MAPE’s bylaws. In the event changes to the Election Rules are necessary, the committee will propose those changes to the Delegate Assembly.*

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| Passed by | Date |
| The Restructure Project Team | 04/11/25, revised 06/05/25, revised 06/26/25 |

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| Contact Name | Contact E-mail Address | Contact Phone |
| Michael Diedrich | [mdiedrich@mape.org](mailto:mdiedrich@mape.org) | 507-269-0427 |

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

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| **What is being amended?** | **Resulting Language** |
| **Article IV – Structure**  …  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. **Cohorts**. There shall be subdivisions of MAPE, known as cohorts, which shall be established on the basis of the agencies, boards, and other organizations which employ MAPE-represented workers.  Section 8. **Chapters**. There shall be chapters within cohorts. Chapters shall be established based on a well-defined basis of the agencies, boards, and other organizations which employ MAPE-represented workers. The processes for establishment of chapters, their composition, officers and jurisdiction shall be as provided in the governing documents.  Section ~~7~~ 9. **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~~ 10. **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 | **Article IV – Structure**  …  Section 5. **Regions**. There shall be subdivisions of MAPE, known as regions, which shall be established on a geographic basis.  Section 6. **Locals**. There shall be locals within regions. Locals shall be established on a well- defined geographic basis. The processes for establishment of Locals, their boundaries, officers and jurisdiction shall be as provided in the governing documents.  Section 7. **Cohorts**. There shall be subdivisions of MAPE, known as cohorts, which shall be established on the basis of the agencies, boards, and other organizations which employ MAPE-represented workers.  Section 8. **Chapters**. There shall be chapters within cohorts. Chapters shall be established based on a well-defined basis of the agencies, boards, and other organizations which employ MAPE-represented workers. The processes for establishment of chapters, their composition, officers and jurisdiction shall be as provided in the governing documents.  Section ~~9~~. **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 10. **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 |

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| documents do not pertain to Stewards or Regional Chief Stewards. | documents do not pertain to Stewards or Regional Chief Stewards. |

## Conclusion

The C&R recommends that you study the four proposals submitted to DA and discuss them with local members. We also encourage everyone to review the feedback we provided for all the submissions, especially if you are considering submitting a resolution or proposal in the future.

If you are thinking about drafting a resolution or proposal and would like assistance, please feel free to contact the C&R at [MAPECRCommittee@mape.org](mailto:MAPECRCommittee@mape.org). While we won’t directly write a resolution or proposal for you, we can help you get started, provide feedback on initial drafts, and offer guidance on the submission and review process.

We look forward to a vibrant conversation at DA this year and for the opportunity to make further reforms to the submission process going forward.

Sincerely,

Ronald Dixon, C&R Chair David Clanaugh

John Ferrara Peter Blattner