

**BOARD OF DIRECTORS AGENDA**

**July 9, 2020**

**12:30am – 4:30pm**

**Location: Virtual**

Meeting called to order at 12:32 pm

**Roll Call:**

Present: Region 1 Darci Wing; Region 2 Randy Shimpach; Region 3 Shanna Schmitt; Chris Smith (after roll); Region 5 John Bower; Region 6 Tabatha Ries-Miller; Region 7 Ellena Schoop; Region 10 Jackie Blagsvedt; Region 11 Jessica Raptis (after roll); Region 12 Tess Flom; Region 13 Lois Tucke; Region 14 Ann Adkisson (after roll); Region 15 Bryan Kotta; Region 16 Darren Hage; Region 19 Jerry Jeffries; Region 20 Angela Christle; Region 21 Dylan Adams (alternative); SW President Megan Dayton, SW Vice President Thu Phan; SW Treasurer Todd Maki; SW Secretary Lynn Butcher; Organizing Chair Sarah Evans; Political Council Chair Cathleen Cotter

Staff: Executive Director Lina Jamoul

Absent: Region 8 Ken Rodgers; Region 9 Stephanie Meyer; Region 17 Mike Terhune; Region 18 Tim Beske

Guests: Nicole Juan; Brendan Cummins; Bubba Aguire; Mike Landers; Chris Cimafranca; Kristen Petersen, Andi Morris

**Appointments**

**M**(Shimpach)**SP** to ratify the appointment of Whitney Terrill to serve out the Political Council term vacated by Megan Dayton. **Passed by consensus.**

**DOC Update** (Jamoul)MAPE received notice Monday night that DOC is laying off 48 people; 19 are MAPE - an additional 12 will receive at-risk letters this week. These are in addition to layoffs that have already been announced (MinnCorr). DOC is looking to cut 4.2 Million from budget. MAPE is focused on supporting members during this time: Each individual is getting contacted by EBA and stewards to help them understand their rights. Oversight is the other piece: Each letter is being reviewed by DOC leaders and if the reason for layoff isn’t budgetary, MAPE is asking for clarification from DOC. Supplemental budget ask will come through at Special Session; if that does not come through, the situation will worsen for DOC. Working hard through lobbying. Communication coming out today to contact their legislators – focusing on 3 districts; will be doing text outreach this weekend. Comms is focused on sharing member stories through the media and social media as well. Internal work: All unions impacted met Wednesday and are taking unified approach with DOC management – have meeting Friday – including voluntary out of order layoffs for this round and early retirement incentives. MAPE will hold a meeting Monday with all 31 people affected.

Director Tucke shared an email from DOC member for board consideration.

Director Tucke and Director Raptis shared feedback from DOC members concerned that MAPE is not enforcing the contract during these layoffs, particularly the requirement to Meet & Confer; additionally, they shared concerns that MAPE Leadership had not reached out to DOC members or posted anything to the website in support of them during these times. Director Ries-Miller suggested engaging the Political Council. ED Jamoul indicated a communication will come out from Megan to all DOC today.

Director Schoop expressed concern that we are not enforcing our contract and are being passive. ED Jamoul affirmed that we must assert our rights under section 2 – and framed it as a question of power and how much we have and are willing to push. Employer does not want to cede power and will attempt to buy us off, so we must be strong around that.

Director Shimpach suggested a media campaign focused on the impacts of the cuts, particularly around safety. Director Tucke agreed and reference the OLA report that had come out after CO Gomm’s murder that cited safety concerns that will only worsen if the department cuts another 125-200 positions as it has indicated it will do. Director Tucke also expressed concern that we were blindsided by the budget deficit and should have had some prewarning as well as push for cost-savings measures that were taken before layoffs.

ED Jamoul also shared that Department of Human Rights has indicated they will be laying off, but we don’t have a lot of info yet.

**Nicole Juan complaint**

Member Juan shared the main points of her complaint that was filed with the board before voting began. She clarified that when she filed the complaint, she had been hoping for swift action, and since that hadn’t happened, she was hoping the board would use the complaint as a roadmap to improving the elections process.

**M**(Ries-Miller)**SP** add discussion items to the next board meeting re: board’s ability to create election policy outside of election rules; and dependent upon that outcome, to discuss the process for doing so.

**Motion passed 13/9**

Voting Yes: Region 1 Darci Wing; Region 2 Randy Shimpach; Region 3 Shanna Schmitt; Region 4 Chris Smith; Region 5 John Bower; Region 6 Tabatha Ries-Miller; Region 10 Jackie Blagsvedt; Region 12 Tess Flom; Region 14 Ann Adkisson; Region 19 Jerry Jeffries; Region 21 Dylan Adams; Organizing Council Chair Sarah Evans; Political Council Chair Cathleen Cotter

Voting No: Region 7 Ellena Schoop; Region 9 Jessica Raptis; Region 13 Lois Tucke; Region 15 Bryan Kotta; Region 16 Darren Hage; Region 20 Angela Christle; SW Vice President Thu Phan; SW Treasurer Todd Maki; SW Secretary Lynn Butcher

**Investigation summary**

SW President Dayton recused herself from the discussion and handed chair-ship of the meeting to SW VP Thu Phan at 2 pm.

**M**(Shimpach)**S** to have non-board participants share their comments and then leave and the board go into executive session for discussion. **Motion passed 19/3**

Voting Yes: Region 1 Darci Wing, Region 2 Randy Shimpach, Region 3 Shanna Schmitt, Region 4 Chris Smith, Region 5 John Bower, Region 7 Ellena Schoop; Region 10 Jackie Blagsvedt, Region 11 Jessica Raptis, Region 12 Tess Flom, Region 13 Lois Tucke, Region 14 Ann Adkisson, Region 15 Bryan Kotta, Region 16 Darren Hage, Region 19 Jerry Jeffries, Region 20 Angela Christle, Region 21 Dylan Adams, SW VP Thu Phan; SW Treasurer Todd Maki; Organizing Council Chair Sarah Evans

Voting No: Region 6 Tabatha Ries-Miller; SW Secretary Lynn Butcher; Political Council Chair Cathleen Kotter

**M**(Tucke)**S** that Megan not sit in on the discussion around the investigation since she is subject of the matter. Clarified to mean from entire discussion.

**M**(Christle)**SP** to amend the motion to have Megan as a board member be able to speak and then leave and the board go into executive session. **Motion passed 16/4.**

Voting Yes: Region 1 Darci Wing, Region 2 Randy Shimpach, Region 3 Shanna Schmitt, Region 4 Chris Smith, Region 6 Tabatha Ries-Miller, Region 10 Jackie Blagsvedt, Region 12 Tess Flom, Region 14 Ann Adkisson, Region 15 Bryan Kotta, Region 16 Darren Hage, Region 19 Jerry Jeffries, Region 20 Angela Christle, Region 21 Dylan Adams, SW VP Thu Phan, SW Treasurer Todd Maki, Organizing Council Chair Sarah Evans, Political Council Chair Cathleen Cotter.

Voting No: Region 5 John Bower, Region 7 Ellena Schoop, Region 11 Jessica Raptis, SW Secretary Lynn Butcher

Not voting: Region 13 Lois Tucke

**Amended motion passed by consensus.**

SW VP Thu Phan provided a summary of the issue.

Attorney Brendan Cummins provided a legal interpretation of the issue that it is best to proceed with these matters in a way that does not promote infighting.

Discussion was suspended to ensure time certain.

**Process of investigating sexual harassment complaints between members**

SW President Dayton reclaimed chair for time certain discussion.

**M**(Cotter)**SP** to have non-board members, with exception of ED Jamoul, leave and the board enter executive session. **Motion passed by consensus.**

Executive session entered at 3:05 pm

Executive session ended at 3:49 p.m.

**M**(Kotta)**S** to create a taskforce of five be created of at least one staff, one BOD, and one person at large – the others are open – to do the initial review and research and then make recommendations to address the recommendations.

**M**(Schoop)**S** to amend the motion to increase the taskforce to nine and to include LGBTQIA+ members.

**M**(Butcher)**SP** to amend the amended motion to include women of color. **Passed by consensus.**

**M**(Kotta)**SP** to amend motion to add a deadline of October 1, 2020 for the taskforce to bring recommendations to the board. **Passed by consensus.**

**Amended motion passed by consensus.**

ED Jamoul requested an OPEIU staff member as well.

**M**(Ries-Miller)**S** to have the taskforce propose funds and determine how those funds will be distributed either for a member or a staff person.

**M**(Schmitt)**S** to amend the motion to also cover affected member’s medical cost related to this incident.

**M**(Cotter)**S** to amend the motion to add up to $5000 out of the undesignated reserves initially.

**Amendment passes 11/7 with 3 abstentions**

Voting Yes: Region 1 Darci Wing, Region 2 Randy Shimpach, Region 3 Shanna Schmitt, Region 4 Chris Smith, Region 10 Jackie Blagsvedt, Region 14 Ann Adkisson, Region 21 Dylan Adams, SW VP Thu Phan, SW Treasurer Todd Maki, Organizing Council Chair Sarah Evans, Politial Council Chair Cathleen Cotter

Voting No: Region 6 Tabatha Ries-Miller; Region 12 Tess Flom, Region 13 Lois Tucke, Region 15 Bryan Kotta, Region 16 Darren Hage, Region 19 Jerry Jeffries; SW Secretary Lynn Butcher

Abstaining: Region 7 Ellena Schoop, Region 11 Jessica Raptis, Region 20 Angela Christle

Not voting: Region 5 John Bower

**Amended motion passes 13/5 with 3 abstentions**

Voting Yes: Region 1 Darci Wing, Region 2 Randy Shimpach, Region 3 Shanna Schmitt, Region 4 Chris Smith, Region 6 Tabatha Ries-Miller, Region 10 Jackie Blagsvedt, Region 12 Tess Flom, Region 14 Ann Adkisson, Region 21 Dylan Adams, SW VP Thu Phan, SW Treasurer Todd Maki, Organizing Council Chair Sarah Evans, Politial Council Chair Cathleen Cotter

Voting No: Region 13 Lois Tucke; Region 15 Bryan Kotta; Region 16 Darren Hage, Region 19 Jerry Jeffries, SW Secretary Lynn Butcher

Abstaining: Region 7 Ellena Schoop, Region 11 Jessica Raptis, Region 20 Angela Christle

Not voting: Region 5 John Bower

M(Kotta)S to adjourn.

**Motion defeated 9/12**

Voting Yes: Region 2 Randy Shimpach, Region 10 Jackie Blagsvedt, Region 15 Bryan Kotta, Region 16 Darren Hage, Region 21 Dylan Adams, SW VP Thu Phan, SW Treasurer Todd Maki, Organizing Council Chair Sarah Evans

Voting No: Region 1 Darci Wing, Region 3 Shanna Schmitt, Region 4 Chris Smith, Region 6 Tabatha Ries-Miller, Region 7 Ellena Schoop, Region 11 Jessica Raptis, Region 12 Tess Flom, Region 13 Lois Tucke, Region 14 Ann Adkisson, Region 19 Jerry Jeffries, Region 20 Angela Christle, Political Council Chair Cathleen Cotter

**M**(Jeffries)**S** to extend for 30 minutes to discuss the Bob Kroll statement.

Voting Yes: Region 1 Darci Wing, Region 3 Shanna Schmitt, Region 6 Tabatha Ries-Miller, Region 11 Jessica Raptis, Region 13 Lois Tucke, Region 14 Ann Adkisson, Region 16 Darren Hage, Region 19 Jerry Jeffries, Region 20 Angela Christle, Region 21 Dylan Adams, SW Treasurer Todd Maki, Political Council Chair Cathleen Cotter, SW Secretary Lynn Butcher

Voting No: Region 2 Randy Shimpach, Region 4 Chris Smith, Region 7 Ellena Schoop, Region 10 Jackie Blagsvedt, Region 12 Tess Flom, SW VP Thu Phan

Abstain: Organizing Council Chair Sarah Evans

**Motion incorrectly determined to have not met 2/3 threshold due to inclusion of abstain vote.**

Meeting adjourned at 4:45 p.m.

1. **DOC responses and reactions**

**Time Certain:**

 **1:00pm – III. Nicole Juan complaint**

 **2:00pm – IV. Investigation summary**

**3:00pm – V. Process of investigating sexual harassment complaints**

 **between members**

**Standing Rules:**

Time Certain Adjournment: No later than 4:30 PM.

Extensions in ½ hour increments, require a 2/3 vote to extend.

Debate is limited to 3 speakers for and 3 speakers against the motion on the floor.

To amend or rescind 2/3 vote is required. Majority required for suspension.