

2010 MAPE DELEGATE ASSEMBLY RESOLUTIONS

To Delegates and Alternates:

The Constitution and Rules Committee has reviewed all resolutions that were received by July 16, 2010. All resolutions, in the order in which they will be considered, and the committee's recommendations are attached. They are also on the MAPE Web site.

The primary order in which the resolutions are presented is:

1. Governing Documents (Constitution, Election Rules, Bylaws) resolutions
2. Policy resolutions
3. All other resolutions (*Titles of negotiations related resolutions are italicized.*)

Factors used in determining the order of consideration were:

1. Document. As only the Delegate Assembly can change the Constitution and Election Rules, amendments to them are considered before other resolutions.
2. Support for the resolution. (A resolution from a local or committee has more evidence of support than does one from an individual.)
3. Impact. (A resolution affecting many members has more impact than does one affecting a few members.)
4. Cost. (When the cost of implementation is known)

In determining the Constitution and Rules Committee's recommendation that the resolution be considered by the Delegate Assembly, the following questions were considered:

1. Does the change have a ripple effect in any other governing document or another place in the same document that is not covered in the resolution?
2. Are the changes clearly explained and understandable? Are the changes properly marked?
3. Does the resolution actually change something or document current practice?
4. Would adoption of the resolution cause a contradiction?
5. Some resolutions were deemed deleterious or caused a liability issue for MAPE. These resolutions were discussed with the president, who ruled the resolutions out of order. These resolutions are not included in this report.

Please study these resolutions and discuss them with your local's members prior to the Delegate Assembly.

Thank you for the opportunity to serve you.

Esther Nelson
Marge Ramsey
Nicholas Snavelly
Larry Souther
Royce Tyre

2010 MAPE DELEGATE ASSEMBLY RESOLUTIONS

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2010 MAPE DELEGATE ASSEMBLY RESOLUTION

1. Addressing Steward in the Governing Documents

Whereas, Not all members know the positions of steward and, by extension, chief steward are established by the contract, not by MAPE’s governing documents, so Bylaws and Elections Rules language referring to positions—including offices—does not pertain to the positions of steward and chief steward (except for a Trustee restriction); and

Whereas, Questions about stewards’ being, or not being, addressed in the governing documents occasionally arise; therefore

Resolved, That the Constitution be amended to document past practice by adding a new section to Article IV, Structure, as indicated:

Passed by		Name/Number	Date
Local	X	2101	7-13-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Constitution Amendment	Resulting Language
<p style="text-align: center;">ARTICLE IV Structure</p> <p>Section 8. Stewards. <u>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 documents do not pertain to steward or chief steward.</u></p>	<p style="text-align: center;">ARTICLE IV Structure</p> <p>Section 8. 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 documents do not pertain to steward or chief steward.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

2. Vary Candidate Name Order on Ballots
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Whereas, A sizable number of voters who believe voting is important but have no preference in a race merely vote for the first candidate listed, and a smaller number vote for the last candidate listed; and

Whereas, MAPE’s Election Rules’ requirement that the candidates be listed in alphabetical order gives a large advantage to candidates whose names appear near the beginning of the alphabet and a slight advantage to candidates whose names appear near the end; and

Whereas, As some of MAPE’s races are very close, they could be decided by members who vote by name position; and

Whereas, Ballot Security and Ballot Format are separate topics; therefore

Resolved, That the Election Rules be amended as shown below to vary the order of candidates’ names on ballots.

Passed by		Name/Number	Date
Local	X	2101	5-11-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article VII Election Mechanics</p> <p>4. Ballot Format and Security. The Elections Committee and their designees (which may include a third party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality. <u>5. Ballot Format. Candidates shall appear on the ballot in alphabetical order by last name. a) In races with fewer than five candidates, the order of names shall be varied such that, when considering all of the ballots, every name appears in each position of the list approximately the same number of times. In races with more than four candidates, the order shall be varied as much as is practical. b) Incumbents and agencies shall not be designated on the ballot. c) When preferential balloting is not used, instructions on the ballot will state that voters will “vote for no more than” the number of positions to be filled.</u></p>	<p style="text-align: center;">Article VII Election Mechanics</p> <p>4. Ballot Security. The Elections Committee and their designees (which may include a third party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality.</p> <p>5. Ballot Format.</p> <ul style="list-style-type: none"> a) In races with fewer than five candidates, the order of names shall be varied such that, when considering all of the ballots, every name appears in each position of the list approximately the same number of times. In races with more than four candidates, the order shall be varied as much as is practical. b) Incumbents and agencies shall not be designated on the ballot. c) When preferential balloting is not used, instructions on the ballot will state that voters will “vote for no more than” the number of positions to be filled.

The Constitution and Rules Committee has determined this resolution is ready for debate. This resolution conflicts with resolution 3, “Ballots.”

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

3. Ballots

Whereas, MAPE’s Election Rules require that candidates be listed on ballots in alphabetical order; and

Whereas, Some believe this order of listing could give an unfair advantage to those whose names appear earlier in the alphabet; therefore

Resolved, That the Election Rules be amended as shown below to vary the order of candidates’ names on ballots.

Passed by		Name/Number	Date
Local			
Committee	X	Elections Committee	5-27-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Statewide Elections Committee	eileene.hulko@state.mn.us	651-431-4471

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article VII Election Mechanics</p> <p><u>Ballots.</u></p> <p>4. A. Ballot Format and Security. The Elections Committee and their designees (which may include a third party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality. Candidates shall appear on the ballot in alphabetical order by last name <u>an order assigned by lot at the direction of the Elections Committee prior to each election.</u> Incumbents and agencies shall not be designated on the ballot. When preferential balloting is not used, instructions on the ballot will state that voters will “vote for no more than” the number of positions to be filled. <u>B. Security.</u> <u>The Elections Committee and their designees (which may include a third party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality.</u></p>	<p style="text-align: center;">Article VII Election Mechanics</p> <p>4. Ballots</p> <p>A. Format. Candidates shall appear on the ballot in an order assigned by lot at the direction of the Elections Committee prior to each election. Incumbents and agencies shall not be designated on the ballot. When preferential balloting is not used, instructions on the ballot will state that voters will “vote for no more than” the number of positions to be filled.</p> <p>B. Security. The Elections Committee and their designees (which may include a third party vendor) shall adopt, oversee, and maintain reasonable safeguards to protect ballot integrity and confidentiality.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate but noted that the resolution conflicts with resolution 2, “Vary Candidate Name Order on Ballots.”

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

4. Election Policy

Whereas, Election integrity is improved when ballots are properly designed and voters are given clear instructions; and

Whereas, Inner envelopes are not necessary to ensure voter secrecy when return envelopes do not identify voters; and

Whereas, Ballots in previous MAPE elections have not always followed requirements in the Election Rules; and

Whereas, Well-designed ballots will improve tallying efficiency and accuracy; and

Whereas, Well-researched ballot design information is available at (1) <http://www.aiga.org/content.cfm/election-design-top-ten>, (2) <http://usgovinfo.about.com/od/thepoliticalsystem/a/badballots.htm>, and (3) http://brennan.3cdn.net/5ee5037f892143b801_gxm6i5x3v.pdf; therefore

Resolved, That this new Election Policy be approved and implemented and the Election Rules be changed as indicated.

Passed by		Name/Number	Date
Local	X	2101	4-13-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

New MAPE Policy

ELECTION POLICY

Original X

DA/BOD Action Date (Revision)

Policy-Procedures Summary

Supplement the governing documents.

Related Information

MAPE governing documents

Policy-Procedures

- This policy supplements the governing documents. If there is a conflict, the governing documents prevail.
- In this policy, “election committee” refers to both the statewide Elections Committee and local election committees.
- The election committee will design the ballots in accordance with the governing documents and this policy.
- The chair of the Constitution and Rules Committee, or a chair-designated member of that committee, will review the ballots.
- Sample ballots and supplemental instructions will be posted on the MAPE Web site, and local officers will be notified of the posting, before the ballots are mailed to members.
- Paper Ballot Design Checklist
 - Decide what’s most important. Page layout and text sizes should support information hierarchy.
 - The ballot title should be more prominent than any one contest.
 - A contest header should be more prominent than its candidates’ names.
 - Ballot instructions should be brief, simple, and clear.
 - To ensure vote privacy, instruct voters to refrain from placing identifying marks or stickers on ballots or the return envelope. Do not use an inner, secret ballot envelope.
 - Display general instructions in the top left-hand corner of the ballot. Place specific instructions and related actions together. Do not put all instructions at the beginning of the ballot.
 - Put one instruction per line.

- Tell voters how they can correct a mistake. For example:
 - In a non-preferential voting race: “If you incorrectly mark a box, draw a heavy line through the incorrectly-marked candidate’s name and voting box, and—if you wish—mark the voting box of your preferred candidate.”
 - In a preferential voting race: “If you incorrectly mark a box, cross out the number in the incorrectly marked voting box, and—if you wish—put your desired number next to the box.”
- Don’t split contests.
 - List all candidates for the same race on the same page and in the same column.
- Make sure ballot design is consistent.
 - Use consistent format and style for every contest and voting action.
 - Use consistent font type, letter-size, and shading for all contests.
 - Place voting boxes on the left side of the candidate’s names.
- Make ballots easy to understand visually.
 - Left-align text.
 - Display all text in mixed case, rather than all capital letters.
 - Use a simple, easy-to-read sans-serif font with clean strokes, such as Arial, Univers, or Verdana.
 - Bold and/or shade certain text, such as office names.
 - Use a legible, minimum text size, meeting VVSG requirements, such as 12 points.
 - Do not indicate incumbency status or agency.
 - Do not include term length.
- Separate races by voting method.
 - Put preferential-voting races and non-preferential voting races on separate pages.
 - Include an example of correctly marked voting boxes on each page.
 - Include method-specific instructions on voting and on correcting a ballot on each page.
- Use cut lines carefully, if at all.
 - If practical, cut ballots before they are mailed.
 - Do not put a cut line before the first race or after the last race on a sheet.
 - Align the cut lines on all sheets.
- To ease manual sorting, consider using different color paper for each page of the ballot.
- Include a cover page with personal statements.
- Electronic Ballot Design Checklist
 - Follow the Paper Ballot Design Checklist, when applicable.
 - Put one race per screen.

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article VIII Elections by Mail or Electronic Methods</p> <p>2. Mail Ballots. The mailing must include the ballot, a small envelope for enclosing the ballot, a stamped addressed return envelope, voting instructions, and candidates' personal statements.</p>	<p style="text-align: center;">Article VIII Elections by Mail or Electronic Methods</p> <p>2. Mail Ballots. The mailing must include the ballot, a stamped addressed return envelope, voting instructions, and candidates' personal statements.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

5. Ballot-Tabulating Observers

Whereas, As we have repeatedly seen on TV, observers of the tabulating of ballots are effective only if they can see the markings on the ballots; and

Whereas, MAPE’s current practice of seating observers where they cannot see the markings on the ballots renders the observers ineffective and defeats the purpose of allowing observers; therefore

Resolved, That the Election Rules be amended, as indicated below, to require that observers be seated so as to allow them to observe the markings on the ballots.

Passed by		Name/Number	Date
Local	X	2101	7-13-2010
Committee	X	Local 2101 Executive Committee	5-24-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article VII Election Mechanics</p> <p>5. Tabulation of Ballots. The Elections Committee and their designees (which may include a third party vendor) shall tabulate or oversee tabulation of ballots. A majority of Elections Committee members shall make decisions concerning ballots, unless handled by a third party vendor. Candidates shall not be present during ballot processing. MAPE staff not integral to the election process shall not be present during ballot processing. Each candidate may have an observer at all stages of ballot processing, except when ballot processing is done by a third party vendor. Observers representing candidates <u>shall be seated where they can observe the markings on ballots but</u> shall not handle or count ballots. Safeguards may include, but are not limited to, securing the assistance of an independent, non-partisan agency to observe election procedures. Ballots are valid if, in the Elections Committee's judgment, the intent of the voter is clear.</p>	<p style="text-align: center;">Article VII Election Mechanics</p> <p>5. Tabulation of Ballots. The Elections Committee and their designees (which may include a third party vendor) shall tabulate or oversee tabulation of ballots. A majority of Elections Committee members shall make decisions concerning ballots, unless handled by a third party vendor. Candidates shall not be present during ballot processing. MAPE staff not integral to the election process shall not be present during ballot processing. Each candidate may have an observer at all stages of ballot processing, except when ballot processing is done by a third party vendor. Observers representing candidates shall be seated where they can observe the markings on ballots but shall not handle or count ballots. Safeguards may include, but are not limited to, securing the assistance of an independent, non-partisan agency to observe election procedures. Ballots are valid if, in the Elections Committee's judgment, the intent of the voter is clear.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

6. Clarify State E-Mail Use

Whereas, Some confusion exists about e-mailing a candidate's material to MAPE staff and the Elections Committee; and

Whereas, Sending campaign material and personal statements to MAPE staff and the Elections Committee is required by the Election Rules and is not campaigning; and

Whereas, Using the state's e-mail system to send campaign material and personal statements to MAPE staff and the Elections Committee is past practice; therefore

Resolved, That use of the state's e-mail system be clarified by modifying the Election Rules as indicated.

Passed by		Name/Number	Date
Local	X	2101	5-11-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article V Campaign Conduct</p> <p>4. E-Mail Use. State e-mail or equipment (including printers and fax machines) may not be used for MAPE campaign purposes. Campaign e-mail messages shall not be sent or forwarded from state or non-state systems to state systems.</p> <p><u>Personal statements and campaign material may be sent to the Elections Committee, local election committees, and MAPE staff via state systems.</u></p>	<p style="text-align: center;">Article V Campaign Conduct</p> <p>4. E-Mail Use. State e-mail or equipment (including printers and fax machines) may not be used for MAPE campaign purposes. Campaign e-mail messages shall not be sent or forwarded from state or non-state systems to state systems.</p> <p>Personal statements and campaign material may be sent to the Elections Committee, local election committees, and MAPE staff via state systems.</p>

*The Constitution and Rules Committee has determined this resolution is **out of order** because state policies prohibit using state e-mail for campaigning.*

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

7. Publish Actual Numbers for Election Returns

Whereas, MAPE wants to be transparent to its members; and

Whereas, Our members deserve to know the number of people who vote in our elections; and

Whereas, With information about number of members who vote, our members may become outraged and insist that their coworkers vote; therefore

Be it Resolved, That the election rules be modified to read:

6. Election Results Announcement. The Elections Committee will have the percentage, and actual number of final votes including number of spoiled ballots for each candidate posted on the members only section of the MAPE Web site.

Passed by		Name/Number	Date
Local	X	1202	6-16-2010
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Andy Bindman	mape1202@gmail.com	651-366-5405

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

Election Rules Amendment	Resulting Language
<p data-bbox="457 310 732 370" style="text-align: center;">Article VII Election Mechanics</p> <p data-bbox="170 412 1010 545">6. Election Results Announcement. The Elections Committee will have the percentage <u>and actual number</u> of final votes for each candidate, <u>including number of spoiled ballots</u>, posted on the members only section of the MAPE Web site.</p>	<p data-bbox="1339 310 1614 370" style="text-align: center;">Article VII Election Mechanics</p> <p data-bbox="1052 412 1892 545">6. Election Results Announcement. The Elections Committee will have the percentage and actual number of final votes for each candidate, including number of spoiled ballots, posted on the members only section of the MAPE Web site.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

8. MAPE Statewide Election Campaigning

Whereas, The campaign cycle from the close of nominations to balloting for statewide officer elections is short (usually 9-10 weeks); and

Whereas, Incumbent MAPE statewide officers who are candidates for another term or another office have a “visibility” advantage because of their position; and

Whereas, Incumbent MAPE statewide officers who are candidates for another term or another office could take advantage of their current position and “appear” at local meetings and be officially recognized and possibly offered an opportunity to speak on non-campaign topics where non-incumbent candidates could not show up at a local meeting and be recognized unless invited to participate in a candidate forum; and

Whereas, This presents an unfair disadvantage for non-incumbent candidates struggling to gain recognition from the membership during such a short span of time; therefore be it

Resolved, That Election Rules Article V Campaign Conduct be amended by inserting the below paragraph after paragraph “3. Undue Influence.”

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jill Hiatt	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Jill Hiatt	jhiatt@mape.org	651-431-2943

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article V Campaign Conduct</p> <p>4. Incumbent Visibility. <u>During the statewide elections campaign cycle from close of nominations to ballot return deadline, incumbent MAPE statewide officers who are candidates for another term of office or another statewide office be prohibited from making appearances at local meetings for any reason unless the opposing candidates for the office in question have also been invited. The Statewide Officer will not be prevented from the appearance if an opposing candidate is unable to attend the meeting.</u></p>	<p style="text-align: center;">Article V Campaign Conduct</p> <p>4. Incumbent Visibility. During the statewide elections campaign cycle from close of nominations to ballot return deadline, incumbent MAPE statewide officers who are candidates for another term of office or another statewide office be prohibited from making appearances at local meetings for any reason unless the opposing candidates for the office in question have also been invited. The Statewide Officer will not be prevented from the appearance if an opposing candidate is unable to attend the meeting.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

9. Update Election Rules to Align with Electronic Balloting
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Whereas, Several years ago the Delegate Assembly adopted some wording changes to the Election Rules to allow for an eventual use of electronic balloting ; and

Whereas, Not all areas of the Election Rules were updated, which results in an incomplete process if/when electronic balloting is implemented; therefore be it

Resolved, That Election Rules Article VI Election Procedure, paragraph 3 Preferential Balloting be amended as shown below.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jill Hiatt	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Jill Hiatt	jhiatt@mape.org	651-431-2943

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

Election Rules Amendment	Resulting Language
<p style="text-align: center;">Article VI Election Procedure</p> <p>3. Preferential Balloting. When a majority vote is required and more than two candidates are seeking one office, preferential balloting will be used. Voters will be instructed to indicate the order in which they prefer all the candidates for that office by placing <u>or indicating</u> the numeral 1 beside their first preference, the numeral 2 beside their second preference, and so on for every possible choice.</p> <p>Paper Ballot. When counting the votes for that office, all ballots will be placed in piles according to the first preference, and then the ballots are counted. If one candidate has a majority (over 50%), that candidate is the winner. If no candidate has a majority, the ballots for the candidate with the fewest first place votes will be redistributed into the other piles according to the names marked as second choice on those ballots, and all ballots are recounted. If no candidate has a majority, the process will be repeated using third and subsequent choices until one candidate has a majority of the remaining ballots counted. When ballots are being redistributed, a ballot with no remaining choices is set aside as exhausted. <u>The results of all counts will be reported.</u></p> <p>Electronic Ballot. <u>Tallying will be done in a manner that produces the same results as would be obtained if the voting were done using paper ballots. The results of all counts will be reported.</u></p>	<p style="text-align: center;">Article VI Election Procedure</p> <p>3. Preferential Balloting. When a majority vote is required and more than two candidates are seeking one office, preferential balloting will be used. Voters will be instructed to indicate the order in which they prefer all the candidates for that office by placing or indicating the numeral 1 beside their first preference, the numeral 2 beside their second preference, and so on for every possible choice.</p> <p>Paper Ballot. When counting the votes for that office, all ballots will be placed in piles according to the first preference, and then the ballots are counted. If one candidate has a majority (over 50%), that candidate is the winner. If no candidate has a majority, the ballots for the candidate with the fewest first place votes will be redistributed into the other piles according to the names marked as second choice on those ballots, and all ballots are recounted. If no candidate has a majority, the process will be repeated using third and subsequent choices until one candidate has a majority of the remaining ballots counted. When ballots are being redistributed, a ballot with no remaining choices is set aside as exhausted. The results of all counts will be reported.</p> <p>Electronic Ballot. Tallying will be done in a manner that produces the same results as would be obtained if the voting were done using paper ballots. The results of all counts will be reported.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

10. United We Stand

Whereas, MAPE and AFSCME are independent unions that bargain on behalf of their members with the State of Minnesota; and

Whereas, MAPE and AFSCME were once united together in one union; and

Whereas, A united union representing both MAPE and AFSCME workers will strengthen our collective bargaining powers as was recently witnessed by the united Minnesota Nurses Association contract success; and

Whereas, Since MAPE became independent AFSCME has negotiated better wage settlements, has a higher differed savings match, has a better web site, is more successful at promoting member involvement in union affairs turning out ten-times as many members to events such as AFSCME Day on the Hill; and

Whereas, Member health insurance plans are identical for MAPE and AFSCME and negotiated jointly; and

Whereas, AFSCME members compensation levels compare favorable to their for-profit peers; and

Whereas, The Hays study documents that many MAPE members are undercompensated compared to similar for-profit job classes; and

Whereas, MAPE and AFSCME members can benefit financially by combining resources and eliminating costly duplicate management and physical structures, a savings totaling in excess of \$750,000 annually; therefore be it

Resolved, That the MAPE Board will create and implement a plan to merge with and transfer assets to AFSCME and organize a membership vote on recertification by no later than June 30th, 2011.

Passed by		Name/Number	Date
Member	X	Ralph Yehle	7-12-2010

Contact Name	Contact E-mail Address	Contact Phone
Ralph Yehle	ralph.yehle@state.mn.us	651-431-5609

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

11. MAPE Membership Dues and Fees Reduction

Whereas, The Minnesota Association of Professional Employees (MAPE) collects dues and fees from individuals within the bargaining unit in excess of its expenditures, and maintains financial assets and holdings into the millions of dollars; and

Whereas, MAPE is a non-profit organization; and

Whereas, It is unclear whether any cost-of-living adjustment is forthcoming in the next negotiation round; and

Whereas, MAPE has the capacity to function effectively while limiting its revenue from individuals within the bargaining unit; therefore be it

Resolved, That MAPE reduce its dues and fees for all individuals within the bargaining unit in the amount of \$2 per pay period, with implementation of said dues and fees reduction beginning with the first paycheck of calendar year 2011; and be it further

Resolved, That the 2011 MAPE Delegate Assembly review said dues and fees reduction, adjusting the amount as considered necessary.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Mark Vidas, Bill Lynott	7-13-2010

Contact Name	Contact E-mail Address	Contact Phone
Mark Vidas	mark.vidas@state.mn.us	651-642-0881
William Lynott	william.lynott@state.mn.us	651-757-2542

The Constitution and Rules Committee has determined this resolution is ready for debate. Fair shares pay a fee, which is equivalent to 85% of the dues amount. If dues were reduced from \$15.00 to \$13.00, and the fair share fee were reduced from \$12.75 to \$10.75, the fee would no longer be 85% of the dues amount. Eighty-five percent of \$13.00 is \$11.05.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

12. Encourage Locals to Add Office of Membership Secretary

Whereas, MAPE's statewide membership hovers below 70%; and

Whereas, MAPE has set a membership goal of 80% statewide; therefore

Resolved, That the 2010 Delegate Assembly go on record as strongly encouraging locals that do not have a Membership Secretary office to create one at their next scheduled local membership meeting and go through the normal election process to elect a new membership secretary in their local who will be responsible for seeking out and recruiting new members; and further

Resolved, That the statewide Membership Committee create a list of membership duties for inclusion in the Local Officers' Guidelines; and further

Resolved, That MAPE provide training for local membership secretaries when training for other locals officers is provided.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Dean Gunderson, Royce Tyre	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Dean Gunderson	deangunderson3@gmail.com	763-360-3765

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

13. MAPE Central to Fund Delegate Assembly First Alternates

Whereas, The cost of sending alternates to the Delegate Assembly can be prohibitive to a local; and

Whereas, A local could benefit from having more leaders and potential leaders participate in educational and motivational experiences provided by the Delegate Assembly; and

Whereas, Of the thirty locals with a balance less than \$15,000 on July 31, 2009, 10 sent all of their delegates and no alternates; six sent one alternate but were authorized more; therefore

Resolved, That the Bylaws be modified as indicated, below, to require MAPE Central to pay all costs for the first DA alternate from each of the qualifying locals.

Passed by		Name/Number	Date
Local	X	0201	7-08-2010
	X	2101	7-13-2010
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Peter Filkins	peter.filkins@state.mn.us	651-215-6370

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p><u>Section 4. Funding.</u> <u>For the annual Delegate Assembly, MAPE Central shall pay all costs for all delegates and for the first alternate from locals that had a balance of less than \$15,000, as reported in Income/Expense Statements for July 31 of the previous year.</u></p> <p><u>Locals will pay expenses of all alternates who attend special Delegate Assemblies.</u></p>	<p style="text-align: center;">ARTICLE X DELEGATE ASSEMBLY</p> <p>Section 4. Funding. For the annual Delegate Assembly, MAPE Central shall pay all costs for all delegates and for the first alternate from locals that had a balance of less than \$15,000, as reported in Income/Expense Statements for July 31 of the previous year.</p> <p>Locals will pay expenses of all alternates who attend special Delegate Assemblies.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

14. Board of Directors Votes on Spending

Whereas, The Board of Directors is accountable to the membership; and

Whereas, The Board of Directors is elected to serve the best interests of the membership; and

Whereas, Monies spent from MAPE Central are dues of the membership; and

Whereas, The spending of undesignated reserves is not approved by the Delegate Assembly; and

Whereas, The membership should be able to provide input before large expenditures are made; therefore

Resolved, That MAPE Bylaws be amended by adding Section 5 as shown below to provide member input into the decisions made regarding undesignated funds.

Passed by		Name/Number	Date
Local	X	2101	4-13-2010
	X	0201	7-08-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Michelle Doheny	michelle.doheny@state.mn.us	651-431-3049

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE IX FINANCES</p> <p>Section 5. Undesignated Funds. <u>The Board of Directors may vote to spend undesignated reserves as it sees fit. Requests for expenditures exceeding \$100,000 from undesignated reserves must be submitted to the Board of Directors and posted to the MAPE website a minimum of 30 days prior to the Board meeting at which the expenditure will be voted on.</u></p>	<p style="text-align: center;">ARTICLE IX FINANCES</p> <p>Section 5. Undesignated Funds. The Board of Directors may vote to spend undesignated reserves as it sees fit. Requests for expenditures exceeding \$100,000 from undesignated reserves must be submitted to the Board of Directors and posted to the MAPE website a minimum of 30 days prior to the Board meeting at which the expenditure will be voted on.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

<h3>15. Delete Judicial Committee and Procedure Articles</h3>

Whereas, Bylaws Article XII, Judicial Procedure, applies only to members “in a MAPE elected or appointed position;” and

Whereas, A member who is not in a MAPE position may perform the acts listed in Article XII, Section 2, Basis for Charges; and

Whereas, Robert’s Rules of Order Chapter XX, Disciplinary Procedures, is adequate for disciplining members whether they are in an elective or appointive position or not; and

Whereas, MAPE has, in 2005, disciplined a member under Robert’s Rules of Order when the member was not in a MAPE position; and

Whereas, Bylaws Article XII, Section 2, Basis for Charges is too limited in that it lists specific acts and prohibits disciplining a member for any other act; therefore

Resolved, That Bylaws Articles XI (Judicial Committee) and XII (Judicial Procedure) be deleted; and

Resolved, That, Roberts Rules of Order be used when disciplining a member; and

Resolved, That, The Bylaws be further amended as indicated below.

Passed by		Name/Number	Date
Local	X	2101	4-13-2010
	X	0202	4-14-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE XII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations; 2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices; 3) be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days; 4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof; 5) not be members of a statewide or local elections committee; 6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6); 7) not be under sanction as provided in MAPE’s parliamentary authority; and 8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors. 	<p style="text-align: center;">ARTICLE XII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations; 2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices; 3) be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days; 4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof; 5) not be members of a statewide or local elections committee; 6) not be under sanction as provided in MAPE’s parliamentary authority; and 7) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.

The Constitution and Rules Committee has determined this resolution is ready for debate. Legal counsel recommends against passage. This resolution conflicts with resolution 16, “Broaden Judicial Procedure.”

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

16. Broaden Judicial Procedure

Whereas, Bylaws Article XII, Judicial Procedure, applies only to members “in a MAPE elected or appointed position;” and

Whereas, A member who is not in a MAPE position may perform the acts listed in Article XII, Section 2, Basis for Charges; and

Whereas, Although MAPE has disciplined a member under Robert’s Rules of Order Chapter XX, Disciplinary Procedures, when the member was not in a MAPE position, Bylaws Article XII is more detailed and can also be used; and

Whereas, Robert’s Rules of Order, which is MAPE’s parliamentary authority, states, “[A]n organization or assembly has the ultimate right to make and enforce its own rules, and to require that its members refrain from conduct injurious to the organization or its purposes.” RONR (10th ed.), p. 624, l. 7-10; and

Whereas, Language in the Election Rules has been clarified to use “position” unless the position is an office, but language in the Bylaws has not been clarified; and

Whereas, Although “officer” and “office” are used in Article XII, Sections 2 and 10, respectively, the intent is “position holder” and “position,” respectively, which includes officer and office; therefore

Resolved, That Bylaws Article XII be amended as indicated below.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Royce Tyre	6-11-2010

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE XII JUDICIAL PROCEDURE</p> <p>Section 1. Filing Charges. Except as hereinafter provided in this Article, any member of MAPE may file charges against any individual in a MAPE elected or appointed position <u>MAPE member or individual who was a MAPE member at the time of the violation(s)</u> for one or more violations as provided in Section 2 of this Article.</p> <p>Section 2. Basis for Charges. The following and no other shall constitute the basis for the filing of charges:</p> <ol style="list-style-type: none"> 1) Violation of any provision of MAPE’s Governing Documents or Policies or of any officially adopted and approved Governing Documents or Policies of a Local to which the member being accused is subject; 2) Misappropriation, embezzlement, or illegal use of union funds; 3) Acting in collusion with management to the detriment of the welfare of MAPE or its membership; 4) Any activity which assists or is intended to assist a competing organization within the jurisdiction of MAPE; 5) Conviction of a crime, the nature of which is such to bring MAPE as an organization into disrepute; 6) Instituting or urging others to institute action outside MAPE against MAPE, a subordinate body, or any officer <u>position holder</u> of MAPE or of a subordinate body without first exhausting all internal remedies within MAPE, providing that the foregoing shall not apply where the action was instituted in order to prevent the loss of rights under an applicable statute of limitations and the member has diligently pursued 	<p style="text-align: center;">ARTICLE XII JUDICIAL PROCEDURE</p> <p>Section 1. Filing Charges. Except as hereinafter provided in this Article, any member of MAPE may file charges against any MAPE member or individual who was a MAPE member at the time of the violation(s) for one or more violations as provided in Section 2 of this Article.</p> <p>Section 2. Basis for Charges. The following and no other shall constitute the basis for the filing of charges:</p> <ol style="list-style-type: none"> 1) Violation of any provision of MAPE’s Governing Documents or Policies or of any officially adopted and approved Governing Documents or Policies of a Local to which the member being accused is subject; 2) Misappropriation, embezzlement, or illegal use of union funds; 3) Acting in collusion with management to the detriment of the welfare of MAPE or its membership; 4) Any activity which assists or is intended to assist a competing organization within the jurisdiction of MAPE; 5) Conviction of a crime, the nature of which is such to bring MAPE as an organization into disrepute; 6) Instituting or urging others to institute action outside MAPE against MAPE, a subordinate body, or any position holder of MAPE or of a subordinate body without first exhausting all internal remedies within MAPE, providing that the foregoing shall not apply where the action was instituted in order to prevent the loss of rights under an applicable statute of limitations and the member has diligently pursued available

- available internal remedies;
- 7) Refusal or deliberate failure to carry out legally authorized decisions of the Delegate Assembly, the MAPE President, the MAPE Board, the Executive Committee, or the Judicial Committee of which the accused is a part;
 - 8) Using the name MAPE or of any subordinate body in an unauthorized manner or for an unauthorized purpose;
 - 9) Using MAPE membership information in an unauthorized manner or for an unauthorized purpose;
 - 10) Deliberately interfering with any official of MAPE or of a Local or Region in the discharge of the official's lawful duty;
 - 11) The solicitation or acceptance of a bribe or the acceptance of a gift of more than nominal value from any employer, group of members, employee of MAPE or from any person or firm which has or is seeking to establish a business relationship with MAPE or any subordinate body;
 - 12) Performing or encouraging conduct injurious to MAPE or its purposes.

Section 10. Penalties. A hearing body may, if it finds the accused party guilty, assess any one or more of the following penalties:

- 1) A formal reprimand, accompanied by a formal warning against any repetition of the act or acts of which the accused is found guilty;
- 2) Full or partial restitution, where the consequences of the offense can be measured in material terms;
- 3) Removal from office a position in the union at the level at which the charges originate;
- 4) Suspension from the right to hold any elected or appointed position at the level at which the charges originate for a period not to exceed four years;
- 5) Suspension from the right to seek or hold any elected or appointed position at any level of MAPE for a period

- internal remedies;
- 7) Refusal or deliberate failure to carry out legally authorized decisions of the Delegate Assembly, the MAPE President, the MAPE Board, the Executive Committee, or the Judicial Committee of which the accused is a part;
 - 8) Using the name MAPE or of any subordinate body in an unauthorized manner or for an unauthorized purpose;
 - 9) Using MAPE membership information in an unauthorized manner or for an unauthorized purpose;
 - 10) Deliberately interfering with any official of MAPE or of a Local or Region in the discharge of the official's lawful duty;
 - 11) The solicitation or acceptance of a bribe or the acceptance of a gift of more than nominal value from any employer, group of members, employee of MAPE or from any person or firm which has or is seeking to establish a business relationship with MAPE or any subordinate body;
 - 12) Performing or encouraging conduct injurious to MAPE or its purposes.

Section 10. Penalties. A hearing body may, if it finds the accused party guilty, assess any one or more of the following penalties:

- 1) A formal reprimand, accompanied by a formal warning against any repetition of the act or acts of which the accused is found guilty;
- 2) Full or partial restitution, where the consequences of the offense can be measured in material terms;
- 3) Removal from a position in the union at the level at which the charges originate;
- 4) Suspension from the right to hold any elected or appointed position at the level at which the charges originate for a period not to exceed four years;
- 5) Suspension from the right to seek or hold any elected or appointed position at any level of MAPE for a period

<p>not to exceed four years; 6) Suspension from membership for a period not to exceed four years.</p> <p>MAPE or any Local or Region may not, during the period of such penalty, employ any individual who has been removed or suspended from office <u>a position</u> as provided above, in any capacity.</p>	<p>not to exceed four years; 6) Suspension from membership for a period not to exceed four years.</p> <p>MAPE or any Local or Region may not, during the period of such penalty, employ any individual who has been removed or suspended from a position as provided above, in any capacity.</p>
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The Constitution and Rules Committee has determined this resolution is ready for debate. This resolution conflicts with resolution 15, "Delete Judicial Committee and Procedure Articles."

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

17. Eligibility

Whereas, Locals may have difficulty finding members willing to serve on local election committees and as DA delegates; and

Whereas, Members in leadership positions (including trustees) are likely to be especially capable of fulfilling the local election committee’s duty of recruiting candidates; and

Whereas, Members of the statewide Elections Committee are not eligible to run for delegate; and

Whereas, Local presidents may not be aware that, because the local election committee ceases to exist when the election is over, its former members may be appointed as Delegate Assembly delegates and alternates after the election is over; therefore

Resolved, That the Bylaws be modified as indicated below.

Passed by		Name/Number	Date
Local	X	2101	5-11-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations; 2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices; 3) be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days; 4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof; 5) <u>except as noted in Exceptions, below,</u> not be members of a <u>the</u> statewide <u>Elections Committee</u> or <u>a</u> local elections committee; 6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6); 7) not be under sanction as provided in MAPE’s parliamentary authority; and 8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors. 	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations; 2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices; 3) be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days; 4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof; 5) except as noted in Exceptions, below, not be members of the statewide Elections Committee or a local election committee; 6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6); 7) not be under sanction as provided in MAPE’s parliamentary authority; and 8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.

<p>B. Exceptions.</p> <ol style="list-style-type: none"> 1) <u>Members currently serving in appointive or elective positions, including offices, who are not candidates in an election may serve on the local election committee for that election.</u> 2) <u>After a local election, members who served on the local election committee and are not trustees may be appointed as Delegate Assembly delegates or alternates.</u> 3) <u>Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates.</u> 	<p>B. Exceptions.</p> <ol style="list-style-type: none"> 1) Members currently serving in appointive or elective positions, including offices, who are not candidates in an election may serve on the local election committee for that election. 2) After a local election, members who served on the local election committee and are not trustees may be appointed as Delegate Assembly delegates or alternates. 3) Statewide Elections Committee members may be appointed as Delegate Assembly delegates or alternates.
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The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

18. Statewide Standing Committee Structure

Whereas, A broad membership representation on committees is beneficial; and

Whereas, A committee made up of members representing a majority from one region could be formed that does not represent the larger membership; therefore

Resolved, That the bylaws be changed as indicated below to reflect that statewide standing committees shall not have a majority of members from a single region.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jim Roettger	7-16-2010

Contact Name	Contact E-mail Address	Contact Phone
Jim Roettger	jimroettger@comcast.net	651-633-0670

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees of Affirmative Action, Elections, Negotiation, Membership, Governmental Relations, Job Action, Employee Rights, Constitution and Rules, Meet and Confer, and Finance with duties as defined below.</p> <p>Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. Committee vacancies shall be filled following the same procedures as for the committee appointments.</p> <p>Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p> <p><u>Except for the Executive Committee and Meet and Confer Committees, no statewide standing committee shall have a majority of its members from the same region.</u></p>	<p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees of Affirmative Action, Elections, Negotiation, Membership, Governmental Relations, Job Action, Employee Rights, Constitution and Rules, Meet and Confer, and Finance with duties as defined below.</p> <p>Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year. Committee vacancies shall be filled following the same procedures as for the committee appointments.</p> <p>Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.</p> <p>Except for the Executive Committee and Meet and Confer Committees, no statewide standing committee shall have a majority of its members from the same region.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

19. Statewide Committees

Whereas, When the Bylaws do not specify a statewide committee chair, the committee members should determine the chair; and

Whereas, Members of one local should rarely, if ever, comprise a majority of a statewide committee; therefore

Resolved, That the Bylaws be amended as shown below.

Passed by		Name/Number	Date
Local	X	0301	7-13-2010
Committee			
Member	X	Jill Hiatt	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Richard Andre	Richard.Andre@state.mn.us	651-757-2202

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 1. President. The President shall be a lost time position with provision to guarantee no loss of accruals or benefits. The President shall serve as the Chair of the Executive Committee, the Board of Directors, and the Delegate Assembly. The President shall serve as an ex-officio member of Statewide Standing Committees, except for the e<u>Elections e</u>Committees. The President may call for special meetings of the Board of Directors or Delegate Assembly as provided for in these Bylaws.</p> <p>The President shall work with the Executive Director to provide for effective and proactive labor relations with the employer, to include, where appropriate, participation in departmental meet and confers, state-wide labor management committees, negotiations, and political action.</p> <p>The President shall appoint all committee members and committee chairs, subject to Board approval, except those for which provisions have been made.</p>	<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 1. President. The President shall be a lost time position with provision to guarantee no loss of accruals or benefits. The President shall serve as the Chair of the Executive Committee, the Board of Directors, and the Delegate Assembly. The President shall serve as an ex-officio member of Statewide Standing Committees, except for the Elections Committee. The President may call special meetings of the Board of Directors or Delegate Assembly as provided for in these Bylaws.</p> <p>The President shall work with the Executive Director to provide for effective and proactive labor relations with the employer, to include, where appropriate, participation in departmental meet and confers, state-wide labor management committees, negotiations, and political action.</p>
<p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees of Affirmative Action, Elections, <u>Executive</u>, Negotiations, Membership, Governmental Relations, Job Action, Employee Rights, Constitution and Rules, Meet and Confer, and Finance with duties as defined below.</p>	<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 1. Committees. MAPE shall have Statewide Standing Committees of Affirmative Action, Elections, Executive, Negotiations, Membership, Government Relations, Job Action, Employee Rights, Constitution and Rules, Meet and Confer, and Finance with duties as defined below.</p>

A Good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year.

Unless no other qualified MAPE members are willing to serve, no more than two members—including the chair—from the same Local may serve on a statewide committee. The Executive, Negotiations, Employee Rights, Job Action, and Meet and Confer Committees are the only exceptions.

Except for those for which provisions have been made, within three (3) months of taking office, the President shall appoint, subject to Board of Directors approval, all statewide committee members and a temporary committee chair for each committee. Each committee will elect its chair (unless the Bylaws specifies the chair) and may elect a vice chair.

Committee vacancies shall be filled following the same procedures as for the committee appointments, and shall, unless approved otherwise by the Board of Directors, be filled within three (3) months of the vacancy.

Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.

A good faith effort shall be made to see that statewide committees are comprised of members from Greater Minnesota in proportion to their membership in MAPE as of January 1 of each year.

Unless no other qualified MAPE members are willing to serve, no more than two members—including the chair—from the same Local may serve on a statewide committee. The Executive, Negotiations, Employee Rights, Job Action, and Meet and Confer Committees are the only exceptions.

Except for those for which provisions have been made, within three (3) months of taking office, the President shall appoint, subject to Board of Directors approval, all statewide committee members and a temporary committee chair for each committee. Each committee will elect its chair (unless the Bylaws specifies the chair) and may elect a vice chair.

Committee vacancies shall be filled following the same procedures as for the committee appointments and shall, unless approved otherwise by the Board of Directors, be filled within three (3) months of the vacancy.

Appointed committee members serve for a term corresponding to that of the Statewide Officers and continue their duties until their successors have been appointed.

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

20. Remove Trustee Language Conflicts

Whereas, A conflict exists in Bylaws Article X, Section 3, Credentials Committee, in that the Board of Trustees is required to serve as the Credentials Committee, but the president is required to appoint at least two additional members. Therefore trustees are only part of the committee, not the entire committee (Trustees serve on the committee, not as the committee.); and

Whereas, Trustee, steward, committee membership and committee chair are positions, not offices; and

Whereas, A trustee should not be forced to resign if merely nominated for another position when the trustee does not intend to seek or accept that position; and

Whereas, The term "Local Steward" is incorrect, as the contract (Article 7, Section 7) specifies that stewards serve within regions; and

Whereas, As trustees are required to be on the Credentials Committee, an exemption to allow that is not needed; and

Whereas, There is no reason to exclude trustees from serving on a local election committee or other ad hoc committee that does not expend funds; and

Whereas, Conflicts exist in the Bylaws in that Article X requires the trustees to serve as the Credentials Committee, and Article IV, Section 1, permits that, while Article XIV, Section 3, restricts trustees' duties to financial matters; therefore

Resolved, That the Bylaws be changed as indicated below.

Passed by		Name/Number	Date
Local	X	2101	7-13-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-Mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">Article X Delegate Assembly</p> <p>Section 3. Credentials Committee. The Board of Trustees shall serve as on the Credentials Committee. The Credentials Committee shall elect a chairperson. The President shall appoint at least two additional members. The Credentials Committee for the Delegate Assembly shall entertain any challenges to the credentials of any delegate or delegation <u>alternate</u> and shall present its finding to the Assembly, which will render final decisions.</p> <p style="text-align: center;">Article XIV Board of Trustees</p> <p>Section 1. Eligibility. A Trustee may not be nominated for, appointed to, or elected to any office <u>self-nominate or accept nomination or appointment to any other position</u> at any level in MAPE other than Local Steward and/or Credentials Committee member or chair member of an ad hoc committee, including a local election committee, that does not expend funds.</p> <p>Section 4. Duties. The duties of the Board of Trustees shall be limited to <u>(1) financial matters and defined in policy by the Delegate Assembly</u> (2) serving on the Credentials Committee. All MAPE financial records shall be made available to the members of the Board of Trustees, but no records shall leave the MAPE office. A member of the Board of Trustees <u>Trustee</u> shall not review records, and may not or vote on questions about records, relating to him/herself.</p>	<p style="text-align: center;">Article X Delegate Assembly</p> <p>Section 3. Credentials Committee. Trustees shall serve on the Credentials Committee. The Committee shall elect a chairperson. The President shall appoint at least two additional members. The Committee shall entertain any challenges to the credentials of any delegate or alternate and shall present its finding to the Assembly, which will render final decisions.</p> <p style="text-align: center;">Article XIV Board of Trustees</p> <p>Section 1. Eligibility. A Trustee may not self-nominate or accept nomination or appointment to any other position at any level in MAPE other than Steward and member of an ad hoc committee, including a local election committee, that does not expend funds.</p> <p>Section 4. Duties. The duties of Trustees shall be limited to (1) financial matters and (2) serving on the Credentials Committee. All MAPE financial records shall be made available to the Trustees, but no records shall leave the MAPE office. A Trustee shall not review records or vote on questions about records relating to him/herself.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate and recommends passage because it clarifies language and allows trustees to serve on committees that do not expend funds.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

21. Board of Directors Agenda Notice

Whereas, The Board of Directors is accountable to the membership; and

Whereas, The Board of Directors should make decisions that reflect constituents' wishes; and

Whereas, The Board of Directors meeting agenda is sent to directors just a week prior to the meeting; and

Whereas, Members are unaware of the agenda until the minutes are posted a month after the meeting, so they cannot provide input before any votes; therefore

Resolved, That the Bylaws be amended as shown below to strengthen communication between directors and the membership and allow membership input into the decisions made at Board of Directors meetings.

Passed by		Name/Number	Date
Local	X	2101	5-11-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Michelle Doheny	michelle.doheny@state.mn.us	651-431-3049

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE V BOARD OF DIRECTORS</p> <p>Section 3. Meetings. The Board of Directors shall meet at least monthly, except during those months in which the Delegate Assembly meets. By a two-thirds vote of the Board of Directors, a meeting may be canceled, providing there is no more than one cancellation per calendar quarter. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.</p> <p>Members have the right to be heard at meetings of the Board of Directors. The Board of Directors shall establish a policy to accommodate this right.</p> <p><u>The draft agenda for regularly scheduled Board of Directors meetings will be posted on the MAPE website at least 48 hours before the Board of Directors meeting, and local presidents will be notified within at least 24 hours of the posting.</u></p>	<p style="text-align: center;">ARTICLE V BOARD OF DIRECTORS</p> <p>Section 3. Meetings. The Board of Directors shall meet at least monthly, except during those months in which the Delegate Assembly meets. By a two-thirds vote of the Board of Directors, a meeting may be canceled, providing there is no more than one cancellation per calendar quarter. The President, a majority vote of the Executive Committee, or a majority vote of the Regional Directors may call additional meetings.</p> <p>Members have the right to be heard at meetings of the Board of Directors. The Board of Directors shall establish a policy to accommodate this right.</p> <p>The draft agenda for regularly scheduled Board of Directors meetings will be posted on the MAPE website at least 48 hours before the Board of Directors meeting, and local presidents will be notified within at least 24 hours of the posting.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

22. Bylaws Change Notice

Whereas, As ruled by the parliamentarian and attorney at the 2009 Delegate Assembly, modifying a governing document without giving prior notice violates fundamental principles of *Robert's Rules of Order, Newly Revised*; therefore

Resolved, That the Bylaws be modified as indicated, below, to always require prior notice before changing the Bylaws.

Passed by		Name/Number	Date
Local			
Committee	X	Constitution and Rules	6-02-2010

Contact Name	Contact E-mail Address	Contact Phone
Larry Souther	larry.souther@state.mn.us	651-201-4926

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

Bylaws Amendment	Resulting Language
<p>ARTICLE XV AMENDMENTS</p> <p>Section 3. Notice of Amendment by Delegate Assembly. With the exception of amendments initially presented at the Delegate Assembly, wWritten notice containing copies of all proposed amendments to the Bylaws must be mailed to all delegates, alternates and members of the Board of Directors and posted on the MAPE website at least 30 days prior to the Delegate Assembly at which they will be considered.</p>	<p>ARTICLE XV AMENDMENTS</p> <p>Section 3. Notice of Amendment by Delegate Assembly. Written notice containing copies of all proposed amendments to the Bylaws must be mailed to all delegates, alternates and members of the Board of Directors and posted on the MAPE website at least 30 days prior to the Delegate Assembly at which they will be considered.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate and recommends passage.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

23. MAPE Bylaws – Vacancies in Regional Offices

Whereas, MAPE Bylaws state a process by which a regional director vacancy may be filled; and

Whereas, MAPE Bylaws do not address the elected candidate leaving state employment or otherwise vacating their office before being seated or very shortly thereafter; and

Whereas, MAPE must maintain ethical and moral elections that are fair to all candidates; and

Whereas, members must have confidence in the forthrightness of MAPE's nominating, electing and seating process; therefore be it

Resolved, That the Bylaws be changed as follows:

Passed by		Name/Number	Date
Local			
Committee	X	Statewide Elections Committee	7-16-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Statewide Elections Committee	swelect@mape.org	

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies.</p> <p style="padding-left: 20px;">C. Vacancies in Regional Offices.</p> <p style="padding-left: 40px;">1) <u>When the office of Regional Director becomes vacant within the first 30 days or less of the day the officer is seated, the office shall be filled as follows:</u></p> <p style="padding-left: 60px;">a) <u>If the candidate ran unopposed, there will be a special election.</u></p> <p style="padding-left: 60px;">b) <u>If there was more than one candidate on the ballot, the office shall be filled by the opposing candidate receiving the next highest number of votes.</u></p> <p style="padding-left: 40px;">2) When the office of Regional Director becomes vacant <u>after the 30th day of being seated, the office shall be filled as follows:</u></p> <p style="padding-left: 60px;">a) <u>If only one local president is interested in becoming Regional Director, that person shall become the Regional Director.</u></p> <p style="padding-left: 60px;">b) <u>If more than one local president is interested in becoming Regional Director, the members of that region shall elect one of them</u> by secret ballot.</p> <p style="padding-left: 60px;">c) <u>If no local president accepts the office, a special election shall be held.</u></p>	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies.</p> <p style="padding-left: 20px;">C. Vacancies in Regional Offices.</p> <p style="padding-left: 40px;">1) When the office of Regional Director becomes vacant within the first 30 days or less of the day the officer is seated, the office shall be filled as follows:</p> <p style="padding-left: 60px;">a) If the candidate ran unopposed, there will be a special election.</p> <p style="padding-left: 60px;">b) If there was more than one candidate on the ballot, the office shall be filled by the opposing candidate receiving the next highest number of votes.</p> <p style="padding-left: 40px;">2) When the office of Regional Director becomes vacant after the 30th day of being seated, the office shall be filled as follows:</p> <p style="padding-left: 60px;">a) If only one local president is interested in becoming Regional Director, that person shall become the Regional Director.</p> <p style="padding-left: 60px;">b) If more than one local president is interested in becoming Regional Director, the members of that region shall elect one of them by secret ballot.</p> <p style="padding-left: 60px;">c) If no local president accepts the office, a special election shall be held.</p>

*The Constitution and Rules Committee has determined this resolution is **out of order** because it conflicts with Election Rules Article VI, section 2: “Individual Position. To be elected to an individual position requires a majority vote.” It also conflicts with resolution 24, “MAPE Bylaws Article VIII Elections and Vacancies.”*

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

24. MAPE Bylaws Article VIII Elections and Vacancies

Whereas, MAPE changes to bylaws concerning vacancies; therefore

Resolved, That the new MAPE policy, below be adopted.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Michael Fiset	7-16-2010

Contact Name	Contact E-mail Address	Contact Phone
Michael Fiset	mike.j.fisette@state.mn.us	651-431-4159

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies.</p> <p>A. Vacancy While Out of Class. Any member holding an elective or appointive position in MAPE who agrees to work out of class in a classification not covered by a MAPE agreement shall notify the statewide President and shall be temporarily suspended from the elective or appointive position for a period not to exceed thirty days. The suspension shall be effective at the beginning of the out of class assignment. On the thirty-first day of the out of class assignment, the elected position shall be deemed vacant and shall be filled pursuant to the appropriate provisions of the governing documents. The acts of temporarily suspending an officer and declaring a vacant office shall be taken by the Executive Committee, which shall also make arrangements during the period of any temporary suspension for the duties of the office to be performed. A suspended officer may appeal the suspension to the Board of Directors, whose decision shall be final.</p> <p>B. Vacancies in Local Offices. When the office of Local President becomes vacant, the Local Vice President automatically becomes President for the remainder of the term. Vacancies in other Local offices shall be filled by a vote of the Local at the first regularly scheduled meeting following a thirty-day written notice of the election to Local members. When a delegate or alternate position becomes vacant, the Local President may appoint to fill the vacancy.</p>	<p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 3. Vacancies.</p> <p>A. Vacancy While Out of Class. Any member holding an elective or appointive position in MAPE who agrees to work out of class in a classification not covered by a MAPE agreement shall notify the statewide President and shall be temporarily suspended from the elective or appointive position for a period not to exceed thirty days. The suspension shall be effective at the beginning of the out of class assignment. On the thirty-first day of the out of class assignment, the elected position shall be deemed vacant and shall be filled pursuant to the appropriate provisions of the governing documents. The acts of temporarily suspending an officer and declaring a vacant office shall be taken by the Executive Committee, which shall also make arrangements during the period of any temporary suspension for the duties of the office to be performed. A suspended officer may appeal the suspension to the Board of Directors, whose decision shall be final.</p> <p>B. Vacancies in Local Offices. When the office of Local President becomes vacant, the Local Vice President automatically becomes President for the remainder of the term. Vacancies in other Local offices shall be filled by a vote of the Local at the first regularly scheduled meeting following a thirty-day written notice of the election to Local members. When a delegate or alternate position becomes vacant, the Local President may appoint to fill the vacancy.</p>

<p>C. Vacancies in Regional Offices. When the office of Regional Director becomes vacant: If only one local president is interested in becoming Regional Director, they shall become the Regional Director. If more than one local president is interested in becoming Regional Director, the region's members will elect one by secret ballot. If no local president accepts the office, a special election shall be held. <u>The officers of the locals involved will vote, and a person who satisfies the requirements of Article VIII, Section 1 will be appointed to that position temporarily for 90 days. During that time a new election must be held, and the position will be filled based on the results of that election.</u></p>	<p>C. Vacancies in Regional Offices. When the office of Regional Director becomes vacant: The officers of the locals involved will vote, and a person who satisfies the requirements of Article VIII, Section 1 will be appointed to that position temporarily for 90 days. During that time a new election must be held, and the position will be filled based on the results of that election.</p>
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*The Constitution and Rules Committee has determined this resolution is **out of order** because the proposed 90-day interim term conflicts with the Election Rules, which require the victorious regional director candidate be seated immediately after the Elections Committee reports. For the 90-day interim term to work, the Elections Committee would have to count the ballots exactly 90 days after the beginning of the term, even if that day is a holiday or on a weekend.*

It also conflicts with Election Rules Article VI, section 2: "Individual Position. To be elected to an individual position requires a majority vote."

It also conflicts with resolution 23, "MAPE Bylaws – Vacancies in Regional Offices."

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

25. Section 2. Regional Director

Whereas, Regional director changes of status should be considered as date of occurrence, not effective date; therefore

Resolved, That the new MAPE policy, below, be adopted.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Michael Fiset	7-16-2010

Contact Name	Contact E-mail Address	Contact Phone
Michael Fiset	mike.j.fisette@state.mn.us	651-431-4159

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VII REGIONS AND LOCALS</p> <p>Section 2. Regional Director. A Regional Director must be a member of the Region s/he serves. Duties of a Regional Director include, but are not limited to, gathering concerns and interests of people s/he represents; making policies that reflect her/his constituents’ interest; performing other duties as assigned by the Board of Directors in accordance with the Board’s policies; and disseminating information regarding status of MAPE and newly enacted policies as well as standing policies of MAPE.</p> <p><u>Any regional director who has been dismissed, tendered their notice, or transferred to another region shall be determined ineligible to hold this office, effective the same day the circumstance occurred.</u></p>	<p style="text-align: center;">ARTICLE VII REGIONS AND LOCALS</p> <p>Section 2. Regional Director. A Regional Director must be a member of the Region s/he serves. Duties of a Regional Director include, but are not limited to, gathering concerns and interests of people s/he represents; making policies that reflect her/his constituents’ interest; performing other duties as assigned by the Board of Directors in accordance with the Board’s policies; and disseminating information regarding status of MAPE and newly enacted policies as well as standing policies of MAPE.</p> <p>Any regional director who has been dismissed, tendered their notice, or transferred to another region shall be determined ineligible to hold this office, effective the same day the circumstance occurred.</p>

*The Constitution and Rules Committee has determined this resolution is **not ready for debate** because it lacks adequate specificity:*

- (1) The term “dismissed” is not defined.*
- (2) Would the person become ineligible on the day the notice was delivered or was effective?*

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

26. Section 6. Regional and Local Officer Elections
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Whereas, regional and local officer elections, the ineligibility of member should not allow them to participate knowing in an election that they can not and will not be able to fulfill; therefore

Resolved, That the new MAPE policy, below, be adopted.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Michael Fiset	7-16-2010

Contact Name	Contact E-mail Address	Contact Phone
Michael Fiset	mike.j.fisette@state.mn.us	651-431-4159

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VII REGIONS AND LOCALS</p> <p>Section 6. Regional and Local Officer Elections. Members elected to Regional positions and Local Officers and Committee Members must be members of the Region/Local they serve.</p> <p><u>Any candidate who knowingly will become ineligible or incapable of conducting the duties of a regional director or local officer must withdraw from the election process as soon as known reason for ineligibility is known and will not be considered an active candidate for that position and thus any votes received on their behalf shall be considered null votes. If said election would have been won by said candidate, then a new election must be held within 90 days from end of said election. During that period, between the end of the original election and the new election, the officers of the locals involved may appoint a member that currently meets all of the criteria identified in Article VIII Elections and Vacancies, Section 1.</u></p>	<p style="text-align: center;">ARTICLE VII REGIONS AND LOCALS</p> <p>Section 6. Regional and Local Officer Elections. Members elected to Regional positions and Local Officers and Committee Members must be members of the Region/Local they serve.</p> <p>Any candidate who knowingly will become ineligible or incapable of conducting the duties of a regional director or local officer must withdraw from the election process as soon as known reason for ineligibility is known and will not be considered an active candidate for that position and thus any votes received on their behalf shall be considered null votes. If said election would have been won by said candidate, then a new election must be held within 90 days from end of said election. During that period, between the end of the original election and the new election, the officers of the locals involved may appoint a member that currently meets all of the criteria identified in Article VIII Elections and Vacancies, Section 1.</p>

*The Constitution and Rules Committee has determined this resolution is **out of order** because the proposed method of filling a vacancy conflicts with Bylaws Article VIII, Section 2.B, which states, in part, “The term shall be two years and until a successor is elected or appointed as provided in the MAPE Constitution, Bylaws, and Election Rules.” If no regional director is elected, the incumbent continues in the office. Note: The language is intentionally “and until,” not “or until,” to handle situations in which a state or regional officer is not elected.*

If resolution 24, “MAPE Bylaws Article VIII Elections and Vacancies,” is approved, this resolution would no longer conflict with the quoted bylaws reference but would conflict with that resolution (and, therefore, the new bylaws language), which requires local officers to appoint a regional director. This resolution only permits the appointment. Therefore, this resolution would allow the local officers to not appoint a regional director, thereby violating the new language in resolution 24.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

27. Role of the Constitution and Rules Committee for Delegate Assembly

Whereas, The body considering a change to the organization's governing documents by considering any resolution that comes before the Delegate Assembly should not be swayed by the perceived will of any committee recommendation; and

Whereas, The role of the Constitution and Rules Committee should be to inform and educate instead of influence or persuade; and

Whereas, The resolution form allows for the committee to "recommend" or "not recommend" a resolution, a process that was begun in 1999 without authority to do so until the bylaws were changed in 2007; and

Whereas, In the past, some explanations accompanying the "Not Recommended" decision had nothing to do with how the proposed change would affect or conflict with our current governing documents and, instead, represented the opinion of the committee on the given topic; and

Whereas, The committee should be an unbiased entity and refrain from unfairly swaying any decisions made by the voting body; therefore be it

Resolved, That: the Bylaws be amended as shown below.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jill Hiatt	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Jill Hiatt	jhiatt@mape.org	651-431-2943

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 10. Constitution and Rules Committee. The Constitution and Rules Committee shall consist of five members.</p> <p>This committee is responsible for analyzing proposed changes to the governing documents, Delegate Assembly Resolutions, and Delegate Assembly Standing Rules. The committee may make recommendations on proposed changes.<u>The committee will indicate that a proposed change is not ready for debate if the submitted proposal conflicts with statute, current governing documents, Delegate Assembly Standing Rules, or within the proposed document itself.</u> Explanations <u>describing the conflict</u> will accompany recommendations <u>the decision.</u> If no conflict exists, the committee will label the proposal as ready for <u>debate.</u></p>	<p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 10. Constitution and Rules Committee. The Constitution and Rules Committee shall consist of five members.</p> <p>This committee is responsible for analyzing proposed changes to the governing documents, Delegate Assembly Resolutions, and Delegate Assembly Standing Rules</p> <p>The committee will indicate that a proposed change is not ready for debate if the submitted proposal conflicts with statute, current governing documents, Delegate Assembly Standing Rules, or within the proposed document itself. Explanations describing the conflict will accompany the decision. If no conflict exists, the committee will label the proposal as ready for debate.</p>

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

28. First Vice President Eligibility

Whereas, MAPE’s Statewide First Vice President chairs the Employee Rights Committee (ERC), which is comprised of chief stewards from every region statewide; and

Whereas, The qualifications of the chair should be equal to the qualifications of these committee members; and

Whereas, Chief stewards are required to complete Advanced Steward Training or agree to complete it within the next two offerings after being elected; and

Whereas, MAPE currently does not require the Statewide First Vice President to even be a steward; therefore be it

Resolved, That the Bylaws be amended as shown below to require first vice presidential candidates to have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and to complete it before chairing the ERC.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jill Hiatt	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Jill Hiatt	jhiatt@mape.org	651-431-2943

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 2. First Vice President. The First Vice President shall preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance. <u>After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee, and The First Vice President shall chair</u> the Job Action Committee. The First Vice President shall perform other duties as directed by the President or Board of Directors.</p> <p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 7. Employee Rights Committee. The Employee Rights Committee shall consist of the Chief Steward of each Region and the First Vice President. <u>After completing Advanced Steward Training, the First Vice President shall chair the Committee. If the First Vice President has not completed Advanced Steward Training, the Chief Stewards shall elect a Chief Steward to chair until the First Vice President has completed Advanced Steward Training.</u></p> <p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations; 	<p style="text-align: center;">ARTICLE IV STATEWIDE OFFICERS</p> <p>Section 2. First Vice President. The First Vice President shall preside at meetings of the Delegate Assembly, Board of Directors, and Executive Committee at which the President is not in attendance. After completing Advanced Steward Training, the First Vice President shall chair the Employee Rights Committee. The First Vice President shall chair the Job Action Committee. The First Vice President shall perform other duties as directed by the President or Board of Directors.</p> <p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 7. Employee Rights Committee. The Employee Rights Committee shall consist of the Chief Steward of each Region and the First Vice President. After completing Advanced Steward Training, the First Vice President shall chair the Committee. If the First Vice President has not completed Advanced Steward Training, the Chief Stewards shall elect a Chief Steward to chair until the First Vice President has completed Advanced Steward Training.</p> <p style="text-align: center;">ARTICLE VIII ELECTIONS AND VACANCIES</p> <p>Section 1. Eligibility.</p> <p>A. Candidates and Incumbents. Candidates for and incumbents in any elective or appointive position, including committee appointments, in MAPE must:</p> <ol style="list-style-type: none"> 1) be members, as defined in Bylaws Article III, for at least four months prior to the closing of nominations;

<p>2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices;</p> <p>3) be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;</p> <p>4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;</p> <p>5) not be members of a statewide or local elections committee;</p> <p>6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);</p> <p>7) not be under sanction as provided in MAPE’s parliamentary authority; and</p> <p>8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.</p> <p>B. <u>Position-Specific Eligibility.</u> <u>Statewide First Vice President.</u> Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the ERC.</p>	<p>2) not hold more than one office, including statewide, Regional and Local office, at the same time, except Interim President as provided for in the MAPE Interim Local Governance Policy. Committee positions, including chairs, are not offices;</p> <p>3) be working in a classification covered by a MAPE agreement at the closing of nominations or between the closing of nominations and occupying the position, except when the out-of-classification is less than 30 days;</p> <p>4) not be officers or salaried employees of any other exclusive bargaining representative or an affiliate thereof;</p> <p>5) not be members of a statewide or local elections committee;</p> <p>6) not be under sanction as provided in the Bylaws, Article XII, Section 10, provisions (4), (5) and (6);</p> <p>7) not be under sanction as provided in MAPE’s parliamentary authority; and</p> <p>8) not have voluntarily crossed a MAPE picket line in six years, or three contract cycles – this can be appealed to the Board of Directors.</p> <p>B. <u>Position-Specific Eligibility.</u> <u>Statewide First Vice President.</u> Candidates must have completed Advanced Steward Training or agree to complete it within the next two offerings after being elected and must complete it before chairing the ERC.</p>
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The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

29. MAPE Bylaws Standing Committees
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Whereas, MAPE standing committee resolution ethics changes to be proposed to the DA.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Michael Fisette	7-16-2010

Contact Name	Contact E-mail Address	Contact Phone
Michael Fisette	mike.j.fisette@state.mn.us	651-431-4159

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

Bylaws Amendment	Resulting Language
<p style="text-align: center;">ARTICLE VI STATE-WIDE STANDING COMMITTEES</p> <p>Section 6. Elections Committee. The Elections Committee shall consist of five members. It shall serve as Elections committee for statewide and regional elections. The Board of Directors shall designate one of the five members as the committee chair. No statewide or regional officer or candidate for statewide or regional office shall be a member of this Committee. The committee's responsibilities include validating candidate credentials, monitoring campaigns, conducting elections, and hearing protests.</p> <p><u>Any committee member who is determined to have acted unethically when advising a candidate on how to manipulate an election should be forced to resign and no longer be allowed to participate on any future committees or run for an office within the union.</u></p>	<p style="text-align: center;">ARTICLE VI STATEWIDE STANDING COMMITTEES</p> <p>Section 6. Elections Committee. The Elections Committee shall consist of five members. It shall serve as Elections committee for statewide and regional elections. The Board of Directors shall designate one of the five members as the committee chair. No statewide or regional officer or candidate for statewide or regional office shall be a member of this Committee. The committee's responsibilities include validating candidate credentials, monitoring campaigns, conducting elections, and hearing protests.</p> <p>Any committee member who is determined to have acted unethically when advising a candidate on how to manipulate an election should be forced to resign and no longer be allowed to participate on any future committees or run for an office within the union.</p>

*The Constitution and Rules Committee has determined this resolution is **out of order** because disciplinary action requires due process, which this resolution does not include.*

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

30. Donations Policy

Whereas, The current table contains a conflict, as both MAPE and non-MAPE recipients are included under a MAPE heading, so separate tables would be clearer; and

Whereas, The current Charitable amount is not clear:

1. As “not to exceed” is not specified, an Executive Committee donation must be exactly \$500 per request—neither more nor less.
2. The dollar limits apply only to the Executive Committee. (The Executive Committee is authorized to donate \$5,000 per year to one charitable organization or cause, but—as verified by the Board of Trustees at the 2009 Delegate Assembly—there is no limit to the amount the Board of Directors can donate; and

Whereas, By July 31, 2008, MAPE Central’s charitable donations had already exceeded the annual budgeted amount by \$4,000, and by August 31, 2007, MAPE Central’s charitable donations had already exceeded the annual budgeted amount by \$8,000; and

Whereas, Statewide officers, regional directors, and MAPE activists are MAPE members, they do not need to be mentioned separately as recipients; and

Whereas, Adoption is a significant life event worthy of acknowledgement; and

Whereas, Staff leave MAPE positions, not offices; and

Whereas, The current policy does not specify what group must approve \$1000 donations for labor causes; and

Whereas, No limit is set on supporting labor lawsuits, and the wording is not clear; and

Whereas, At some time in the future, the Board of Directors may not have a pre-board-meeting mailing; therefore

Resolved, That the Donations Policy be changed as indicated below.

Passed by		Name/Number	Date
Local	X	2101	5-11-2010
Committee	X	Local 2101 Executive Committee	3-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Royce Tyre	royce.tyre@state.mn.us	651-431-5860

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

Current Policy
Policy-Procedures Summary Guideline for donations and acknowledgement of life events

Policy-Procedures	How Handled:
For Statewide Officers, Board, Staff, MAPE activists or MAPE Members and Staff	
Death	Card, floral arrangement or memorial not to exceed \$125
Death of Next of Kin (spouse, significant other, child, parent or a member of household)	Same as above
Illness or Hospitalization	Card, gift or floral arrangement not to exceed \$75
<u>Birth or Adoption</u>	Card
Wedding or Commitment Ceremony	Card
Retirement, Leaving Office <u>MAPE Position</u>	Card, plaque or memento not to exceed \$100
Labor Causes (MAPE & General)	<u>Board of Directors if > \$1,000 or more;</u> <u>/ MAPE Executive Committee if < less than \$1,000</u>
Support Labor Lawsuits **	<u>Board of Directors/MAPE Executive Committee:</u> <u>Maximum of \$1,000 per lawsuit **</u>
Charitable	Executive \$500 per request/\$5,000 per yr. <u>max. Board of Directors: maximum of \$500 per request and \$1,000 per year, per recipient, and per event.</u>

Religious	No Involvement; † This supersedes all other policies.
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~~**Support Labor Lawsuits: All donations in this area shall go through the Board of Directors or the Executive Committee, and Region/Local finance policies shall not supersede this language. Locals may contribute to support labor lawsuits only if such contributions are approved by the Board of Directors or the MAPE Executive Committee.~~

All donation requests to the Board of Directors must be submitted a minimum of 10 days prior to the Board of Directors Meeting, ~~to allow for inclusion in the Pre-Board Mailing.~~

Charitable donations by the Board of Directors shall not exceed the budgeted amount. The MAPE Executive Committee shall not make charitable donations.

Resulting Policy
Policy-Procedures Summary Guideline for donations and acknowledgement of life events

Policy-Procedures	How Handled:
For MAPE Members and Staff	
Death	Card, floral arrangement or memorial not to exceed \$125
Death of Next of Kin (spouse, significant other, child, parent or a member of household)	Same as above
Illness or Hospitalization	Card, gift or floral arrangement not to exceed \$75
Birth or Adoption	Card
Wedding or Commitment Ceremony	Card
Retirement, Leaving MAPE Position	Card, plaque or memento not to exceed \$100

Policy-Procedures	How Handled:
For Others	
Labor Causes (MAPE & General)	Board of Directors if \$1,000 or more; MAPE Executive Committee if less than \$1,000
Support Labor Lawsuits*	Board of Directors/MAPE Executive Committee: Maximum of \$1,000 per lawsuit
Charitable	Board of Directors: maximum of \$500 per request and \$1,000 per year, per recipient, and per event
Religious	No Involvement. This supersedes all other policies.

* Locals may contribute to support labor lawsuits only if such contributions are approved by the Board of Directors or the MAPE Executive Committee.

All donation requests to the Board of Directors must be submitted a minimum of 10 days prior to the Board of Directors.

Charitable donations by the Board of Directors shall not exceed the budgeted amount. The MAPE Executive Committee shall not make charitable donations.

(End of Policy)

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

31. Minutes/Records Policy

Whereas, MAPE members serving on MAPE committees submit Lost Time forms; and

Whereas, For accurate accounting and auditing, accurate time in attendance is necessary; and

Whereas, The statewide treasurer and committee chairs are charged with verifying and approving Lost Time forms; and

Whereas, MAPE members' dues are paying the Lost Time of committee members; therefore

Resolved, That the Minutes/Records Policy be amended as indicated.

Passed by		Name/Number	Date
Local	X	2101	7-13-2010
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Michelle Doheny	Michelle.doheny@state.mn.us	651/431-3049

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

Policy Amendment	Resulting Language
<ul style="list-style-type: none"> ○ All Board of Directors and Delegate Assembly minutes will be completed within seven (7) calendar days and thirty (30) calendar days respectively, after the conclusion of the meeting. The minutes are in draft version and not considered approved or published until action is taken by the appropriate body at their next meeting. ○ The President may authorize reasonable lost time if needed to meet these timelines as currently allowed in the MAPE Reimbursement Policy. ○ The contents/structure of the meeting minutes will conform to the latest edition of Robert’s Rules of Order – Newly Revised. ○ Motions or resolutions (whether from the floor or from a committee report), should be presented for action in the following format. <ul style="list-style-type: none"> - Brief background of subject or situation - Define the specific problem being addressed - Explain recommendation - Identify cost implications if any - Assign accountability for implementation and status report ○ The statewide Secretary will maintain a Book of Resolutions. This book will contain all resolutions passed by the Delegate Assembly and Board of Directors since January 1, 2001. The book will be divided into 2 parts: Outstanding Resolutions and Completed Resolutions. ○ The Secretary will report on the status of outstanding resolutions at each Board of Directors meeting. ○ The minutes of an organization are the official record of all business transacted, activities undertaken, 	<ul style="list-style-type: none"> ○ All Board of Directors and Delegate Assembly minutes will be completed within seven (7) calendar days and thirty (30) calendar days respectively, after the conclusion of the meeting. The minutes are in draft version and not considered approved or published until action is taken by the appropriate body at their next meeting. ○ The President may authorize reasonable lost time if needed to meet these timelines as currently allowed in the MAPE Reimbursement Policy. ○ The contents/structure of the meeting minutes will conform to the latest edition of Robert’s Rules of Order – Newly Revised. ○ Motions or resolutions (whether from the floor or from a committee report), should be presented for action in the following format. <ul style="list-style-type: none"> - Brief background of subject or situation - Define the specific problem being addressed - Explain recommendation - Identify cost implications if any - Assign accountability for implementation and status report ○ The statewide Secretary will maintain a Book of Resolutions. This book will contain all resolutions passed by the Delegate Assembly and Board of Directors since January 1, 2001. The book will be divided into 2 parts: Outstanding Resolutions and Completed Resolutions. ○ The Secretary will report on the status of outstanding resolutions at each Board of Directors meeting. ○ The minutes of an organization are the official record of all business transacted, activities undertaken,

plans projected, general growth, etc. The minutes should contain what is done and not what is said. They should be written in the third person. Minutes should include:

- The name of the organization, date, place and time of meeting.
- Attendees of the meeting. Minutes will reflect the time when attendees arrive late or leave early.
- Type of meeting (BOD, DA, Statewide Committee or special meeting)
- Names of president and recording secretary or their substitutes. The minutes should state whether previous meeting minutes were read and approved.
- All main motions, whether approved or failed. (A motion that was withdrawn should not be recorded.) Resolutions adopted should be entered.
- The names of the persons making the motion, but name of the seconder need not be recorded.
- Points of order and appeals, whether sustained or lost.
- Summarized reports of committees, unless written reports are appended.
- All appointments of committees, elected delegates, etc.
- The number of votes on each side, including abstentions when a count has been ordered, or where the vote is by ballot or roll call. Requests from members that their vote be reflected in the minutes will be honored.
- Time of adjournment:

plans projected, general growth, etc. The minutes should contain what is done and not what is said. They should be written in the third person. Minutes should include:

- The name of the organization, date, place and time of meeting.
- Attendees of the meeting. Minutes will reflect the time when attendees arrive late or leave early.
- Type of meeting (BOD, DA, Statewide Committee or special meeting)
- Names of president and recording secretary or their substitutes. The minutes should state whether previous meeting minutes were read and approved.
- All main motions, whether approved or failed. (A motion that was withdrawn should not be recorded.) Resolutions adopted should be entered.
- The names of the persons making the motion, but name of the seconder need not be recorded.
- Points of order and appeals, whether sustained or lost.
- Summarized reports of committees, unless written reports are appended.
- All appointments of committees, elected delegates, etc.
- The number of votes on each side, including abstentions when a count has been ordered, or where the vote is by ballot or roll call. Requests from members that their vote be reflected in the minutes will be honored.
- Time of adjournment:

<ul style="list-style-type: none"> • Secretary signature, and “Approved _____” (date) and initials. (Respectfully submitted is not used) • If corrected, being approved correction made on the right margin where needed and then stated in the minutes when corrected, at the next meeting. • Corrections made in the minutes prior to approval will be reflected in the current meeting minutes. ○ Personal opinions of praise or criticism should not be recorded. ○ The minutes may be corrected whenever an error is noticed regardless of the time that has elapsed: but after their adoption, when too late to reconsider the vote, they require a two-thirds vote for their amendment, unless previous notice of the proposed amendment has been given; then only a majority vote is required. 	<ul style="list-style-type: none"> • Secretary signature, and “Approved _____” (date) and initials. (Respectfully submitted is not used) • If corrected, being approved correction made on the right margin where needed and then stated in the minutes when corrected, at the next meeting. • Corrections made in the minutes prior to approval will be reflected in the current meeting minutes. ○ Personal opinions of praise or criticism should not be recorded. ○ The minutes may be corrected whenever an error is noticed regardless of the time that has elapsed: but after their adoption, when too late to reconsider the vote, they require a two-thirds vote for their amendment, unless previous notice of the proposed amendment has been given; then only a majority vote is required.
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The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

32. MAPE Donations on MAPE Website

Whereas, There is a need for greater local participation in MAPE donation decisions; be it therefore

Resolved, That all donations made by MAPE should be posted on the MAPE website monthly.

Passed by		Name/Number	Date
Local	X	301, 401, 501, 602, 603, 801, 901, 902, 1101, 1102, 1202, 1303, 1703, 2101	5-20-2010 (original create date)
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Stephanie Meyer	stephanie.meyer@state.mn.us	651-201-5824

*The Constitution and Rules Committee has determined this resolution is **not ready for debate**.*

(1) *The term “donations” is not defined. Are contributions to other unions, coalitions, charitable causes and individuals included?*

(2) *Whose donations are included?*

- a) *MAPE locals*
- b) *Board of Directors*
- c) *Statewide Executive Committee*
- d) *Central office*
- e) *MAPE-PAC*
- f) *Good and Welfare (confidential!)*

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

33. *Vacation Donation - Injury*

Whereas, Employees can currently receive vacation donation for illness-related leave; and

Whereas, Employees are sometimes unable to work due to non-work related injury (i.e., injury not covered by worker’s compensation) or recovery from injury or illness; be it therefore

Resolved, That MAPE central will work with Minnesota Management and Budget (MMB) to implement the policy change that employees should be able to receive vacation donation for injury or recovery from injury or illness.

Passed by		Name/Number	Date
Local	X	401, 501, 602, 603, 801, 901, 902, 1101, 1102, 1202, 1303, 1601, 1703, 2101	5-20-2010 (original create date)
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Stephanie Meyer (902)	stephanie.meyer@state.mn.us	651-201-5824

The Constitution and Rules Committee has determined this resolution is ready for debate but recommends it be referred to the Negotiations Committee.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

34. Vacation Donation – Mental Illness

Whereas, Employees can currently receive vacation donation for illness-related leave;and

Whereas, Employees are sometimes unable to work due to mental illness; be it therefore

Resolved, That MAPE central will work with Minnesota Management and Budget (MMB) to implement the policy change that employees should be able to receive vacation donation for mental illness.

Passed by		Name/Number	Date
Local	X	301, 401, 501, 602, 603, 901, 902, 1101, 1102, 1202, 1303, 1703, 2101	05-20-2010 (original create date)
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Stephanie Meyer	stephanie.meyer@state.mn.us	651-201-5824

The Constitution and Rules Committee has determined this resolution is ready for debate but recommends it be referred to the Negotiations Committee.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

35. Creation of a Harassment and Violence Policy

Whereas, State of Minnesota employees are afforded harassment and violence free workplaces according to Minnesota Statutes; and

Whereas, MAPE members and MAPE staff have no policy in place to define procedure should there be a harassing or violent act while performing MAPE duties; and

Whereas, A harassment and violence free environment is a basic human right; and

Whereas, A harassment and violence complaint and resolution process should be defined for MAPE members performing MAPE duties and for MAPE staff; and

Whereas, A similar resolution (Complaint of Harassment or Violence) was withdrawn due to confidentiality concerns over the investigative process detailed in the policy; yet that resolution received support, and overwhelmingly positive comments for the need of a harassment policy at MAPE, from Locals 202, 501, 601, 603, 901, 1001 (Education), 1601 and 2101; therefore

Resolved, That by January 1, 2011, the Board of Directors shall create a harassment and violence complaint process for MAPE members performing MAPE duties and for MAPE staff. The policy shall include 1) a definition of harassment and violence; 2) a complaint process where a neutral party, with no previous connection to MAPE, is assigned to investigate complaints; 3) a non-retaliation statement for anyone bringing a complaint or assisting in the investigation of the complaint; 4) an explanation of corrective action that may be taken if the alleged harassment or violent act is found to have occurred. The policy shall allow for unionized MAPE staff to deal with alleged violations with their union as well.

Passed by		Name/Number	Date
Local	X	602, 902	7-1-2010
	X	201	7-8-2010
	X	301	7-13-2010

Contact Name	Contact E-mail Address	Contact Phone
Deb Hagel	debra.hagel@state.mn.us	651.201.3857
Ted Sitz	theodore.sitz@state.mn.us	651.296.0593 (45013)
Julie Sullivan	julie.sullivan@state.mn.us	651.431-4509

The Constitution and Rules Committee has determined this resolution is ready for debate and recommends passage.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

36. Membership Application Change

Whereas, The MAPE Membership Application offers members the opportunity to contribute to the Team MAPE Political Action Committee; and

Whereas, MAPE has become increasingly more involved in politics; and

Whereas, The demands to participate in political programs that impact MAPE jobs and collective bargaining agreements has increased since the beginning of the reverse check-off program; and

Whereas, The reverse check-off program for the Team MAPE PAC originally started at \$.38 nearly 15 years ago to provide participating members a rounded dues amount to pay; and

Whereas, Most members participate at the minimum level of \$.38; and

Whereas, That original \$.38 amount has never changed; and

Whereas, The opportunity provided on the application to participate at higher levels stems from a program no longer in existence; therefore

Resolved, That any future membership cards include the following changes:

- I wish to join as a full-member of MAPE and Team MAPE. Dues: ~~\$15.38~~ \$16.00 per pay period.

I wish to make an additional contribution to the Team MAPE Political Action Committee (MAPE-PAC) each pay period in the amount of:

- ~~A PENNY AN HOUR~~ \$2.00 Each Pay Period
- ~~\$5 Representative's Club~~ \$5.00 Each Pay Period
- ~~\$10 Senator's Club~~ \$10.00 Each Pay Period
- ~~\$20 President's Club~~ \$20.00 Each Pay Period
- \$___ Other Amount Each Pay Period

- I do not want ~~38 cents~~ \$1.00 per pay period to go to the MAPE-PAC but want to join MAPE at \$15.00 dues per pay period

Finally Resolved, That no changes are made retroactively for participants.

Passed by		Name/Number	Date
Local	X	2101	7-13-2010
	X	0202	7-14-2010
Committee	X	Team MAPE PAC	7-01-2010
Member	X	Dean Gunderson, Cathleen Cotter, Royce Tyre	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Dean Gunderson	deangunderson3@gmail.com	763-360-3765

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

37. MAPE Statewide Election Balloting

Whereas, The age of electronic technology is fully upon us, and there's no reason to wait until the 2013 Statewide Elections; and

Whereas, Several years ago MAPE's Delegate Assembly made changes in the Election Rules to accommodate electronic voting; and

Whereas, The current method of creating ballots, receiving ballots and manual tabulation is cumbersome and time consuming, and lacks security; and

Whereas, Many entities, including the recent MSRS Board of Directors election (on which our MAPE President won a seat), successfully used electronic voting for their first effort in 2010 and claimed the process to be smooth and met their needs; and

Whereas, The cost for the 2009 statewide election was almost \$24,000 and the projected cost to implement electronic voting was quoted by one vendor as approximately \$25,000 (the vendor quote from local company Survey and Ballot Systems); therefore be it

Resolved, That, the MAPE Board of Directors secure 3 bids and select a vendor to conduct a hybrid paper ballot and electronic voting process for the 2011 Statewide Elections.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jill Hiatt, Chet Jorgenson	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Jill Hiatt	jhiatt@mape.org	651-431-2943

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

38. *Trade Time for Fitness*

Whereas, There are a variety of fitness clubs around the state as well as many “at home” fitness activities available and it is in every members best interest to maintain a fit and healthy lifestyle; and

Whereas, It is in the best interest of the State of Minnesota to have fit and healthy employees; therefore be it

Resolved, That MAPE members may use accumulated sick time in excess of 40 hours or paid time off to pay for approved health and fitness activities to a maximum of \$1,500 per year not already covered by the existing flexible spending account options. This program shall be called “Trade Time for Fitness”. This is strictly a reimbursement program where employees are reimbursed for expenses already incurred.

Eligible Expenses:

- Health Club Memberships – single, dual, and family dues (i.e., monthly dues plus tax and any enrollment fees minus any credits from existing health plan discounts)
- Seasonal exercise passes – annual ski season passes, trail passes, swimming passes, annual golf green fees
- Behavior Modification Programs (e.g., nicotine gum/patches, hypnosis, acupuncture, Weight Watchers)
- Stress Management Classes/Programs
- Fitness/Exercise Classes (e.g., Jazzercise, dance, gymnastics, Tai Chi, Yoga, martial arts)
- Personal Trainers
- Massage Therapy
- Equipment New/Used and Rental(e.g. bicycles, golf clubs, snow/skate boards, sports equipment, scuba diving, snowshoes, skis, in line skates, tennis rackets, skates, canoes/kayaks)
- Equipment Maintenance/Repair/Warranties/Tune-ups
- Fees (e.g., registration, league, park & recreation fees., sport camp fees, entrance fees, court, open gym, ice/rink, green fees, ski lift tickets, ski trail passes, towel, locker, etc.)
- Electronic gaming equipment – counsels and accessories(based on the concept of the Wii Fit) specifically designed to promote whole body physical activity (to be reviewed annually for new options to be added to the approved equipment list)

Expenses NOT Eligible:

- Club Memberships/League Fees of a Primarily Social Nature (e.g., country club, golf social memberships, bowling)
- Clothing Items (i.e., running shoes, jackets, shirts, shorts) as these can be worn for daily use
- Food/Supplements (even if purchased in conjunction with a weight loss program)
- Medical expenses (e.g., lab tests, prescriptions, co-pays, medical equipment) these are covered by the existing flexible spending account options.
- Camping or Recreational Equipment (e.g., tents, packs, coolers)
- Fees (e.g., licenses, permits, golf cart rental, tanning)

Taxes:

- Reimbursements are taxable income and will be reported on your Form W-2.
- Trade Time for Fitness amounts are added to your regular gross wages and are taxed based on your W-4.

Passed by		Name/Number	Date
Local	X	0101	6-23-2010
Committee			
Member	X	Jed Becher	6-23-2010

Contact Name	Contact E-mail Address	Contact Phone
Jed Becher	jedbecher@yahoo.com	651-259-5450

The Constitution and Rules Committee has determined this resolution is ready for debate but recommends it be referred to the Negotiations Committee.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

39. Increase MAPE Job Security Through Tax Base Growth

Whereas, Our paychecks rely on tax revenues; and

Whereas, Tax revenues are a function of tax base times tax rate ($r \times b = \text{rev}$); and

Whereas, Our funding (for our programs and paychecks) can be increased by increasing either tax rate or tax base; and

Whereas, Increasing tax rate has diminishing returns since it eventually deters the activity being taxed; and

Whereas, An economy in growth can bear a tax increase, but an economy in recession cannot, because increasing taxes in a recession can worsen the recession; and

Whereas, Increasing the tax base can increase tax revenues without increasing tax rate. This is done through implementing pro-business, pro-industry policies, including select deregulation and tax cuts; and

Whereas, It is historically proven that the right tax cuts can support growth in the tax base, thus increasing tax revenues (See details below); therefore

Resolved, That the MAPE Union, which exists in part to protect the employment of its members, should propagate the above facts (based on details below) and that MAPE request that the Legislature:

1. Conduct a study of MN tax rates versus MN tax bases be performed to determine where tax cuts could results in tax base growth and thus tax revenues. Likewise, conduct a companion study to determine where tax rate increases would have no corrosive effect on the tax base, and thus increase tax revenues.
2. Require such a study to be independently verified by multiple non-partisan organizations.
3. Conduct appropriate tax cuts and/ or tax-increases (if needed) in-line with the results of the study.

Passed by		Name/Number	Date
Local	X	1203	7-15-2010
Contact Name		Contact E-mail Address	Contact Phone
Scott Winkels		scott.winkels@state.mn.us	651-793-2535

The Constitution and Rules Committee has determined this resolution is ready for debate but recommends it be referred to the Government Relations Committee.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

40. Conduct a Statewide Organizational Climate Study

Whereas, Conducting an organizational climate study of MAPE members would identify areas of concern affecting the working climate in all state agencies; and

Whereas, Management addressing a reasonable number of identified areas of concern in each agency would serve to improve the working climate; and

Whereas, Such improved working climate would lead to more valued, satisfied, understanding and proactive employees that in turn would lead to more effective delivery of services to our customers — the citizens of the state; and

Whereas, An independent third party would be needed to develop or recommend the use of a valid and reliable organizational climate study and implement such study at a cost not to exceed \$48,000 from the statewide Meet and Confer budget and/or undesignated reserves; and

Whereas, Such a study would be disseminated to MAPE members; and

Whereas, Implementation of such study would include being mailed or provided on line, resulting in an agency-by-agency analysis and the development of data reports; and

Whereas, Such data reports would provide agency-by-agency recommendations that include several action themes from which agencies could make selections via the state agency Meet and Confer committees; and

Whereas, MAPE, as a private member driven organization would consider this project to be an in house study, and not for public dissemination; and

Whereas, The mutual contributions of the employees and management would be perceived as a joint collaborative effort using a win/win strategy to enhance and support one another's efforts in improving the working climate; therefore be it

Resolved, That the MAPE Board of Directors conduct a statewide organizational climate study during the next 12 months and report the results to the MAPE Local Officers at the 2011 Delegate Assembly.

Passed by		Name/Number	Date
Local	X	1001	6-15-2010
Committee			
Members			

Contact Name	Contact E-mail Address	Contact Phone
Stan A. Karcz	stan.karcz@ state.mn.us	651-582-8588

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

41. Board to Publish Draft Minutes

Whereas, MAPE wants to be transparent to its members; and

Whereas, Our members deserve to know what the board is doing; and

Whereas, Currently members can only see the minutes more than a month after the meeting; and

Whereas, Perhaps with more openness there will be more participation; therefore be it

Resolved, That the MAPE Board of Directors shall publish its draft minutes on the members only section of the MAPE website no later than one week after each board meeting. By a majority vote of the Board of Directors or Executive Committee, portions of the draft minutes may be modified or removed prior to or after publication. The board, by a majority vote, may make changes to the published draft minutes up to the time the final minutes are published.

Passed by		Name/Number	Date
Local	X	1202	6-16-2010
Committee			
Member			

Contact Name	Contact E-mail Address	Contact Phone
Andy Bindman	mape1202@gmail.com	651-366-5405

The Constitution and Rules Committee has determined this resolution is ready for debate but points out that it conflicts with the Minutes/Records Policy.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

42. MAPE Affiliation with U.S. Labor Against the War

Whereas, The cost to Minnesota alone as a share of the federal military budget to conduct wars in Afghanistan and Iraq has exceeded \$24,333,586,973 as of July 4, 2010; and

Whereas, As of July 4, 2010 the wars in Afghanistan and Iraq have cost the lives of 76 Minnesota Service members and untold numbers of injuries; therefore

Resolved, That while we greatly appreciate the service and sacrifice of military men and women, their families and friends, MAPE calls for an immediate end to the wars and occupation in Iraq and Afghanistan, and it be further

Resolved, That MAPE formally affiliate with the organization U.S. Labor Against the War (USLAW), and by doing so MAPE will be joining with more than a hundred union locals, numerous regional bodies, eight State AFL-CIO affiliates, two dozen central labor councils, and community-labor groups; affiliated organizations including Minnesota Labor Against the War, Wisconsin AFL-CIO and AFT, Iowa City Federation of Labor, the Chicago AFGE, SEIU and AFSCME, as well as the national UE and CWA, and it be further

Resolved, That the MAPE Board of Directors shall complete the process of affiliation within 90 calendar days of this resolution being passed, and it be further

Resolved, That the matter of annual contributions of \$500.00 to USLAW will come out of the Labor Coalition Fund.

Passed by		Name/Number	Date
Committee	X	Local 501 Executive Committee	7-08-2010
Member	X	Ryan Chegwin, Dean Gunderson, Robert Coombs	7-08-2010

Contact Name	Contact E-mail Address	Contact Phone
Ryan Chegwin	ryannmn@aol.com	612-210-4064

The Constitution and Rules Committee determined this resolution is out of order because it conflicts with MAPE’s constitution in that it requests an action beyond MAPE’s purpose, as defined in Article II: “The purpose of MAPE is to represent its members with respect to all terms and conditions of employment, to promote the welfare of the membership, and to advance the interests of all governmental employees.” Therefore, a two-thirds vote is required to consider this resolution. “A main motion that proposes action outside the scope of the organization’s object as defined in the bylaws or corporate charter is out of order unless the assembly by a two-thirds vote authorizes its introduction.” RONR (10th ed.), p. 108, l. 5-8

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

43. MAPE Dependant Scholarship

Whereas, MAPE Members have been increasingly well served by our current Professional Development Scholarships; and have voiced an interest in having the same scholarship opportunities for their dependants; and

Whereas, Other progressive Labor organizations currently have dependant scholarships available for their members' families; and

Whereas, MAPE members in agencies other than MnSCU do not have access to a dependant scholarship; and

Whereas; Less public money is available to support college costs; and

Whereas, The rising costs of tuition has made college less affordable; therefore be it

Resolved, That MAPE will establish a scholarship fund for the benefit of members' dependants (as defined by contract- Article 20, Section 2, or by special determination of the Board of Directors) in the amount of \$10,000. The Membership Committee will administer and award scholarships on a yearly basis, in the same manner as the Labor, Thomas Kiernan, and Ralph Cornelia Scholarships. This scholarship will be for the direct benefit of members' dependants, and the maximum amount of an individual award will be no more than \$1000.

Passed by		Name/Number	Date
Local			
Committee	X	MAPE Membership Committee	6-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Jay Smith	jsmith@mape.org	507-429-0792

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

44. Increase MAPE Labor Scholarship Funding
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Whereas, MAPE Members have been increasingly well served by our current MAPE Labor Scholarship; and

Whereas, There has been a large increase in the number of overall applicants (in 2009 there were approximately 60+ for all scholarships); and

Whereas, MAPE members in agencies other than MnSCU do not have access to other educational funding streams; and

Whereas, Less public money is available to support college costs; and

Whereas, The rising costs of tuition has made college less affordable; therefore be it

Resolved, That MAPE increase the yearly line-item funding for the MAPE Labor Scholarship to \$10,000.00 (currently funded at \$5,000.00)

Passed by		Name/Number	Date
Local			
Committee	X	MAPE Membership Committee	6-26-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Jay Smith	jsmith@mape.org	507-429-0792

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

45. Increase Thomas Kiernan Scholarship Funding

Whereas, MAPE Members have been increasingly well served by our current Thomas Kiernan Scholarship; and

Whereas, There has been a large increase in the number of overall applicants (in 2009 there were approximately 60+ for all scholarships); and

Whereas, MAPE members in agencies other than MnSCU do not have access to other educational funding streams; and

Whereas, Less public money is available to support college costs; and

Whereas, The rising costs of tuition has made college less affordable; therefore be it

Resolved, That MAPE increase the yearly line-item funding for the Thomas Kiernan Scholarship to \$10,000.00 (currently funded at \$5,000.00).

Passed by		Name/Number	Date
Local			
Committee	X	MAPE Membership Committee	6-26-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Jay Smith	jsmith@mape.org	507-429-0792

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

46. MAPE Committee Diversity

Whereas, MAPE legislative positions and priorities support regional, ethnic, gender, and age diversity; and

Whereas, MAPE committee effectiveness is directly related to strong and diverse representation; and

Whereas, Cultural diversity will enrich and enhance opportunities for MAPE to better represent our members; and

Whereas, The member base of MAPE is changing with the growth of our Union; therefore be it

Resolved, That MAPE committee selections strive to reflect diversity with respect to regional, ethnic, gender and professional characteristics that better represent the diversity of our membership.

Passed by		Name/Number	Date
Local			
Committee	X	MAPE Membership Committee	06-25-2010
Member			

Contact Name	Contact E-mail Address	Contact Phone
Jay Smith	jsmith@mape.org	507-429-0792

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

47. MAPE Membership 2010

Whereas, MAPE is a Member-Centered, Member–Driven State-Wide Union of Professional Employees; and

Whereas, Our Strategic, Political, and Negotiating Strengths are greatly enhanced when our Membership numbers are high; and

Whereas, MAPE is committed to negotiating from a position of strength; and

Whereas, MAPE is committed to creating cohesion and unity among our Membership; and

Whereas, MAPE adopted a goal of a minimum of 80% Statewide Membership; therefore

Resolved, That MAPE make necessary resources available in the manner of up to 2 days lost-time/mileage per month, per local from the MAPE Membership Budget for all locals, not just those with less than 80% membership.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Moua Song	7-15-2010

Contact Name	Contact E-mail Address	Contact Phone
Moua P. Song	moua.p.song@state.mn.us	651-431-4166

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

48. Roll Call Vote at MAPE Board of Directors Meetings

Whereas, MAPE is Member Driven and Member Focused; and

Whereas, MAPE, as any other union, should be democratically run; and

Whereas, MAPE should be as transparent as possible to its members; therefore, be it

Resolved, That a roll call vote will be taken when

- The Board of Directors votes on any spending item that totals \$50,000 or more, or
- The Board of Directors votes on endorsing a political candidate, or
- The Board of Directors votes on recommending a dues increase. And further

Resolved, That the names of those voting on each side and those answering "Present" will be recorded in the minutes.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jim Pennino	7-14-2010

Contact Name	Contact E-mail Address	Contact Phone
Jim Pennino	jim6176@earthlink.net	651-757-2648

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

49. Use MAPE Members Rather Than MAPE Employees

Whereas, MAPE has many members with a variety of professional skills and talent (auditing, health care, advertising and public information, etc.); and

Whereas, MAPE employees are performing work that could be done by MAPE members; and

Whereas, Involving MAPE members in important work of the union will build pride and solidarity within the union; and

Whereas, Greater participation by members in union work will be noticed by the legislature and the governor—thus strengthening our bargaining position; therefore be it

Resolved, That the Board of Directors will develop a strategy for involving members in meaningful internal and external work (important work that allows for member initiative and direction) of the union.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Jim Pennino, Nico Ceargeo	7-12-2010

Contact Name	Contact E-mail Address	Contact Phone
Jim Pennino	jim6176@earthlink.net	651-757-2648

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

50. Allow MAPE Business Agents to Skip Local Meetings

Whereas, Currently, MAPE Business Agents attend MAPE local meetings for locals that they represent; and

Whereas, The backlog of grievances is increasing; and

Whereas, Travel to local meetings is time consuming and expensive; and

Whereas, One of the main duties of the Director representing the local is to act as a communications channel between the Board and the local; therefore be it

Resolved, That MAPE no longer require Business Agents to attend local MAPE meetings.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Charles Hawkins	7-12-2010

Contact Name	Contact E-mail Address	Contact Phone
Charles Hawkins	charles.hawkins@state.mn.us	651-431-4708

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

51. Affirmative Action Plan for MAPE Members

Whereas, MAPE's membership expects that our union will be a leader in the area of Affirmative Action; and

Whereas, MAPE members are concerned that their leadership reflect MAPE's diversity; therefore be it

Resolved, That MAPE's Affirmative Action Committee is directed to initiate a poll of the race, sex, age, and disability status of all union elected offices including stewards, and appointed committee members and report the same on MAPE's website no later than June 30, 2011. The poll results shall be updated biannually and permanently posted on the MAPE website.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Charles Hawkins, Ralph Yehle	7-12-2010

Contact Name	Contact E-mail Address	Contact Phone
Charles Hawkins	charles.hawkins@state.mn.us	651-431-4708
Ralph Yehle	ralph.yehle@state.mn.us	651-431-5609

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

52. Affirmative Action Plan for MAPE Employees

Whereas, MAPE's membership wants our union to take Affirmative Action in its hiring efforts; and

Whereas, MAPE members are unaware of an Affirmative Action Plan for MAPE employees; therefore be it

Resolved, That MAPE's Affirmative Action Committee develop an Affirmative Action plan for MAPE employees and present such a plan to the Board of Directors for approval by June 30th, 2011. The plan shall be updated annually and permanently posted on the MAPE website.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Charles Hawkins, Ralph Yehle	7-12-2010

Contact Name	Contact E-mail Address	Contact Phone
Charles Hawkins	charles.hawkins@state.mn.us	651-431-4708
Ralph Yehle	ralph.yehle@state.mn.us	651-431-5609

The Constitution and Rules Committee has determined this resolution is ready for debate.

MAPE DELEGATE ASSEMBLY RESOLUTION

53. Encourage MAPE Members to Volunteer in their Communities

Whereas, MAPE's public image needs improvement; and

Whereas, This public image hurts MAPE during contract negotiations; therefore be it

Resolved, That the MAPE Board of Directors will appoint a committee to come up with a plan to encourage MAPE Members to volunteer in their local communities in a manner that allows MAPE Members to show their support for our MAPE union [EXAMPLE: MAPE volunteers cleaning up highway trash would be allowed to wear MAPE T-shirts and / or Safety Vests with 'MAPE' visible on the front and back of the shirt / vest, and trash bags with similar wording 'MAPE union Volunteers at work serving Minnesota residents']. This Volunteer Service Committee would be asked to collect information on existing and future volunteer work of MAPE members and fair shares so that statistical information can be available to all MAPE members.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	NICO CearGeo	07-16-2010

Contact Name	Contact E-mail Address	Contact Phone
NICO CearGeo	nico.ceargeo@state.mn.us	651-259-5453

The Constitution and Rules Committee has determined this resolution is ready for debate.

2010 MAPE DELEGATE ASSEMBLY RESOLUTION

54. Direct Deposit for Members

Whereas, MAPE members devote their time and energies on various projects and committees; and

Whereas, This can--at times--create financial hardship for members while waiting for the checks to be mailed to the member's home; and

Whereas, We need to encourage participation by all members with the least amount of burden to the individual member; therefore be it

Resolved, That members who serve in a capacity where they would receive a paycheck from MAPE every 90 days or more may elect to have their paycheck automatically deposited in the financial institution of their choosing.

Passed by		Name/Number	Date
Local			
Committee			
Member	X	Gretchen Scharmer	7-16-2010

Contact Name	Contact E-mail Address	Contact Phone
Gretchen Scharmer	Gretchen.Scharmer@state.mn.us	507-476-0073

The Constitution and Rules Committee has determined this resolution is ready for debate.