

MSEA BOARD OF DIRECTORS' MEETING

Holiday Inn Detroit Lakes – Lake Front
Detroit Lakes, MN
October 27, 2017

Board Present: President Amy Woodford, Vice President Laurie Larsen, Treasurer Sue Fresonke, Director Linda Jones, Director Lori Sizenbach, Director Tammy Gill, Director Wendy Derhaag, and Director Jens Hansen.

Excused: Director Patrick Griffiths

Staff Present: Executive Director Deanne Glynn and Administrative Assistant Elizabeth Pretzel

President Amy Woodford called the meeting to order at 9:09AM. The Board recited the Pledge of Allegiance.

Motion: Director Tammy Gill made a motion and Director Jens Hansen seconded to approve the October 2017 Board meeting agenda with amendments. **Motion Carried Unanimously.**

Motion: Director Linda Jones made a motion and Vice President Laurie Larsen seconded to approve the September 2017 Board Meeting Minutes with amendments. **Motion Carried Unanimously.**

Executive Director Report: Executive Director Deanne Glynn gave a report to the Board on the MSEA Strategic Plan.

MSEA Strategic Plan Report:

Technology: MemberLink has gone live, but has very limited information at this time. 400 letters were sent to members who have logged on to the web site in the past, with more notifications to be sent to the remaining members with log in information. A new web page is in progress.

Membership: Since September 1, 2017, there have been 284 returned applications, 492 from the March 2, 2017 award timeline. Many of the returned forms are the preprinted applications sent to leadership with their monthly statements. Staff also brought preprinted applications to back-to-school meetings. We continue to see our membership grow.

Training: CORE Training has had great attendance with positive feedback from the Southern CORE Training. An offer to do local trainings has been conveyed in the "Update" Newsletter and at the Metro Coalition Meeting. There is one local training on "Janus vs AFSCME – What Is The Future Of Public Unions?" scheduled for October 30, 2017.

Public Recognition and Branding: Sales of MSEA items at trainings are going well. We have had negotiating teams purchasing MSEA shirts to wear to meetings. We continue to work with outside agencies and unions to make MSEA known.

Legislative: Recognition of Janus vs AFSME and other similar cases are being observed.

Member Empowerment: MSEA continues to encourage members to have a VOICE. Staff has had conversations on how to encourage positive contract campaigns as many members are gearing up for negotiations. Members have also been encouraged to be aware of contract content and to know their rights.

Organizing: Preprinted applications for new employees are being printed at the beginning of each month and sent to leadership. Fair Share Fee Payer applications can be printed at any time upon request. Metro Coalition has determined that their first topic to address will be Fair Share Fee Payer conversions.

Retirement Program: MSEA has begun to use Retiree Members to mentor units on topics, such as conversions and negotiations.

Field Services Report and Tentative Agreements:

Anoka Tech Specs: Term 2-years, 2% wage increase each year. Increase in the monthly district contribution for single and family medical insurance. Increase in the monthly district contribution for dental coverage.

Little Falls Accounting: The membership ratified a new 3-year contract. The next step is the school board. The wage increases are as follows: 2% year 1, 2% year 2, 1.75% year 3. The district is also increasing their contribution \$200 per year towards family coverage.

Browns Valley: \$0.50 per hour first year, \$0.45 per hour increase year two, step movement, language on pay when subbing in a higher paid classification.

Frazeel/Vergas: 3% year one, 2.5% year two, dropped two steps off the bottom and added two steps at the top of schedule, increase in district health contribution \$120.00 year one, increase district 403b match \$50 at each leave year one, cleaned up sick leave language that was no longer valid.

Grievance/Arbitration:

The Cass Lake arbitration is scheduled for December 19, 2017. There have been two grievances filed, one in South Koochiching and one other in Red Lake.

Operational Policy:

Worthington Secretary Operating Policy was submitted to the Board for approval. **Motion:** Treasurer Sue Fresonke motioned and Director Wendy Derhaag seconded to approve the Worthington Secretary Operating Policy. **Motion Carried Unanimously.**

Membership Report:

4,125 Members
2,685 Fair Share
6,810 Total

Financial Report: Debra L. Daberkow-Wright, RTRP reviewed the Statement of Financial Position and the Variance Reports from September 30, 2017. As of September 30, 2017, the balance in checking is \$297,716.21 and the balance in the US Bank savings account is 100,999.30 for a total in checking and savings of \$398,715.51. The current assets are \$756,252.82. Total combined assets are \$908,177.08 and net loss for the period is \$102,574.74.

Income: Dues income for September 30, 2017 was \$44,107.19; total fiscal year is \$44,127.86.

Expenses: Debra L. Daberkow-Wright, Financial Consultant reported on expenses, for September 30, 2017 was \$146,702.60. The expenses for the fiscal year were \$146,702.60.

Budget/Personnel Committee:

Executive Director Deanne Glynn, gave the Budget and Financial reports everything was found to be in order.

Treasurer, Sue Fresonke presented the membership report, membership is up 235 members,

At the December board meeting discussion will take place on replacing the 2009 Ford Taurus due to the condition of the vehicle.

Program Committee:

Core Training: After review of the southern Core Training Survey Monkey changes were made to the Northern Core Training agenda. MSEA items are selling well and at the Southern Core Training \$337.47 worth of items were sold.

Delegate Assembly: Resolutions were discussed. After further review a resolution is required to be brought forward to approve language concerning the expense of Delegate Assembly Alternates and upon passage it would be effective immediately.

Legislative Committee: The new chair of the Legislative Committee is Director Linda Jones.

Board Regional Reports:

Region 1 (Jones) – Director Linda Jones sent an email to Region 1 leadership reminding them to register for CORE Training. All members were encouraged to attend as training topics were interesting and relevant. Registration instructions and contact info was shared.

Region 2 (Sizenbach)- Director Lori Sizenbach sent out an introductory email to all leadership in Region 2 introducing herself, asking if they had any concerns or would like to report anything to the board. Lori asked what method of communication they preferred. Lori received one email reply back from Terry Knutson. Lori then made phone calls to all the unit leaders in Region 2. Lori was able to make contact with some unit leaders asking how things were going and if they had any concerns. All who were contacted reported no issues at this time.

Region 3 (Gill) – Director Tammy Gill sent 2 emails out. The first was a short introduction and a reminder to sign up for Northern Core training. The second email talked about Southern Core training. Tammy asked to make sure if there are any leadership changes to let her know and the MSEA office ASAP. She reminded them to turn in the unit budgets by Nov 1st. She also talked about reaching out to the new hires and becoming members. Tammy also talked about getting the letter in the mail on log in information for the MSEA Website. Reminded members to checkout the website and facebook page.

Region 4 (Derhaag) – Director Wendy Derhaag contacted leadership with a reminder to get local budgets in to the MSEA office by November 1st. She mentioned that the Northern Core training is October 27-28 and she is looking forward to seeing those that registered. She recommends those that didn't register to attend next years. Southern Core training was informative and great. Hopefully new hires have been contacted to let them know, yes they are in a union and encourage them to be a member. Wendy would like to welcome Becky Gaiovnik as the new MSEA Communications Coordinator. She also reminded the units to check the website and facebook page periodically for information. Please contact the MSEA office with leadership changes.

Region 5 (Larsen) – Vice President Laurie Larsen reported that she sent an email out to the leadership of Region 5 that she is now their director. She stated that she is excited to be working with them and with any issues or problems that may arise at anytime. Laurie also mentioned that the Metro Coalition is up and running. She stated that 5 out of the 9 units attended and the meeting went great. She also encouraged members to get involved with the coalition it's a great way to find out about what is happening around the state that affects our union.

Region 6 (Hansen) – No report at this time.

Region 7 (Griffiths) – No report at this time.

Old Business:

No old business.

New Business:

President Amy Woodford made the recommendation to the Board of Directors of Terri Knutson - Bagley and Sue Dodge – Mankato to fill vacant seats on the Judicial Panel. **Motion:** President Amy Woodford made a motion and Director Jens Hansen seconded to appoint Terri Knutson and Sue Dodge to the Judicial Panel.

Motion Carried Unanimously.

Motion: A motion to adjourn was made by Director Wendy Derhaag and was seconded by Director Linda Jones. **Motion Carried Unanimously.** The meeting was adjourned at 9:44AM.

Respectfully Submitted,
Elizabeth Pretzel
Administrative Assistant