



MPEA Executive Board Meeting

Minutes

December 21, 2021

12:00 p.m.

Board Members Present: Julie Piwoschuk-Kosmas, Anthony Stone, Andrew Weyer, Chip Teigen, Nick Brambilla, Maria Lee, Janna Beard, Ann Thelen and Taylor Crouch-Dodson as an observer

- I. Call meeting to order - 12:02
- II. Approval of Minutes for November and will be added to the website.
- III. President Report
 - a. Email went out civil rights is going to have work group - Directors Charge regarding furloughs - Chip has agreed to sit on this group with Julie. Not sure what all the details are but will give updates when available. 22 unions - couple from each union and all about furloughs that were taken last year.
 - b. Negotiations - letter of agreement to open negotiations in the spring and potentially begin bargaining the second half of the year. Recommendation is to not do interest based bargaining and do traditional bargaining so we can get it done faster. Would like to start in April to ensure that we can get it completed in time.
- IV. Treasurer's Report
 - a. Nothing to report
 - b. Stipend checks will be in the mail by Thursday for last quarter
- V. Business Agent Report
 - a. 71% of city employees have filled out the attestations. Weekly testing will be in place by the end of January and there are 3 methods to be tested. Testing at home using VAULT. Some testing on site for some - Hennepin HealthCare. Minneapolis Convention Center - can

take advantage of testing there or go to their local clinic. All testing is done on paid time.

- b. Brette the active director from public works - hybrid return to work that begins January 10 told staff they had to pick a hybrid that they work 2 or more days in the office, getting push back from some staff concerned about getting Covid if they return to work. If people have underlying health issues or family member does can they apply for accommodation to work full time from home under the cities ADA? All departments are asking for employees to come back - possibly do an AWA for people that are concerned - follow-up with city wide and bring up next business agents meeting. This is coming up quick in 3 weeks. Next Normal is where it is stating January 10th. Brette would like us to reach out and take their pulse on where they are at. Kurt and Julie will figure out a plan on moving forward. Nick is asking what our position is on the AWA - do we have an official position - there is nothing in the contract that can dictate where we work - there is a clause about teleworking and the employer dictates the work day. We have told the employer the MPEA wants people to work from home and we have taken that position that our members like to work from home, no performance issues, etc. Health is not calling everyone back - within teams they are talking to their director and have been able to get confirmation on staying home full time. Need to have our heads around AWA before we move to ADA and not sure ADA would support a family member that is sick. Janna feels we need to look at AWA first. Maria added that Taylor might have some answered to our questions, based on his expertise. Taylor from the City Coordinators Office spoke on subject, ADA is a totally different legal process and is getting into your own civil rights. The Union to be part of the individual conversations with the employer, employee and HR. Is this person able to meet the needs of the employer working from home or not? City Coordinators office has not given a requirement - working remotely and no change going forward. Kurt - AWA conversation in CPED since June - their director announced in July is 3 days in the office - they did a survey in November and we pushed back - they are in political pressure to fill the downtown building. If we meet with

management and try to negotiate, what leverage do we have? There is no contract language - in the next contract to get some approved AWA language. Nick made a motion to have MPEA write a letter that we recommend the city delay the start day of the return to work due to Covid outbreak until at least February - seconded by Maria - motion did not pass with a board vote. When is the next business agents meeting - next year - why would they do a letter if they do not have an AWA - Nick would like it to go on the agenda for next year.

VI. Issues Log

- a. No additions, Julie would like board members to update the log when applicable.

VII. Detail/Permit Report

- a. Permits are fine - 5 and nothing comes up until 6/7/22
- b. Detail there are a number on here (17) - 3 or 4 need follow up on

VIII. New Business

- a. 2 Vacant At Large Positions - once Maria leaves, we will have two vacant positions, some on board would like to keep the board members at 7. Janna feels we need to fill the seats and what would be our options, possibly look back at last vote runner ups and would that be a possibility? We have never had a special election to Julie's memory, we have left seats open in the past. We also could be to not fill the seats. In the past a general email was sent to membership to tell the committee why they wanted to be on the board and then people were interviewed. Tony does not see any reason to have that many board members and possibly change the bylaws as we were looking at them soon anyway. Maria feels to just bump down on the last election of people that their choices would not be the same and feels a special election should be done. Nick says if we have more board members, we could distribute the work more. Issue will be put on the agenda for January 2022.
- b. December 1, 2021 Membership Meeting - will find a facilitator to meet with the seven board members in person and get all on the same page. Executive board retreat possibly.
- c. Local 49 - they are filing motions to strike and would be important for us to support them. If they go on strike we could possibly donate to a

strike fund, petition or statement of support. Need to wait and see what they do with their strike vote - we could possibly do an email recommendation to the board on what action we want to take. It was also stated that people could support on their own time also.

IX. Old Business

- a. Covid Testing Update
- b. Member Engagement Committee Update
 - i. Charter approved by board to talk about the culture of MPEA and members of committee - we will work on the culture of MPEA and continue to ask people to join. There has been 34 new members since the committee has been formed.
- c. By-Laws - Andy will get the committee together and will have more discussion when the committee is formed.

X. Motion to Adjourn 1:38pm

Everyone listen to others when they are speaking

Everyone's ideas and suggestions are valued

People don't talk over people when they are talking

Keep the meeting on track-when we discuss something let us make a decision and move on

Respect everyone's time