



MPEA Executive Board Meeting Minutes

February 15, 2022 - 12:00pm

Attendees: Julie Piwoschuk-Kosmas, Andy Weyer, Janna Beard, Nick Brambilla, Ann Thelen, Kurt Erickson, Taylor Crouch-Dodson, Bjorn Olson, Luke Hollenkamp, Kelly Muellman, Steve Gallagher

- I. Board Meeting called to order at 12:03
- II. Approval of Minutes - January minutes approved
- III. President Report
 - a. Kurt and Julie returning to work meeting and Covid safety and to make sure that we are safe in the office - a lot of people that have never been able to stay home and a lot of issues of employees being out. It is on their radar and not sure what they are doing yet.
 - b. Board of Business agendas meeting - meeting focused on mostly Covid and testing policy - 80% of people have filled attestation.
 - c. Talked to Holland a couple times about health inspectors splitting their titles into two different groups. Employees are concerned about losing their seniority. There are going to be two different titles - no final LOA at this point.
- IV. Treasurer's Report - Tony will forward treasurers report to board members
- V. Business Agent Report
 - a. Potential LOA regarding noncompliance with mandatory testing policy. The city is within its city rights to require mandatory testing and within legal rights to require vaccinations. What do you do if someone fails to comply with mandatory testing requirements - discipline - suspending someone does not solve the problem if someone is sick with Covid - looking at discharge - is that a route that we need or want to take. Over past few months been conversations in meeting regarding an alternative to discipline for staff that doesn't not comply. It would be treated like a leave of absence - if employer tells you to do

mandatory testing and you refuse you would be put on an unpaid personal leave and everything that comes with that. The association would not be grieving the merits of this unpaid leave unless there was dispute about the facts. If we have a LOA that covers us also and makes easier when issues come up with members regarding disputes. Kurt is recommending that we look at LOA and bring to members for transparency. Ask what would make the LOA go away to see what timeline we are looking at - is there metrics or CDC guidelines based on data.

- VI. Issues Log
- VII. Detail/Permit Report
- VIII. New Business
 - a. Happy Hour Plan - Member Engagement Committee will move forward with planning something in late April - early May.
 - b. Member Engagement Committee Survey - Taylor presented to the Board - employees are craving communication with the Board. Great way to track our progress on how the membership is feeling. General feed back before specifics around negotiation questions. Why would we ask demographics questions, when we treat everyone the same? Saving questions about negotiations until later date. Demographics what would we do with it - purpose missing point on actually engaging membership, placing a demographics helps us to know the disparities of our members. Equity is important for all unions because our system are not equal and would really engage with folks intentionally to help them feel part of it. The engagement committee does need approval on the survey and was told to the engagement committee at the last meeting. Bjorn - this survey is not meant to be a reflection or an evaluation about the current board - point in time where we can start to build a foundation to engage our members. Recommendation from Taylor that we the board can consolidate our edits/feedback to the engagement committee - also ask that themes that are missing and take it and work on it. Process expectations to engagement committee so everyone has the same understanding - if too much micromanagement people will lose steam.
 - c. Membership Newsletter

- d. Contract Negotiations
- IX. Old Business
 - a. Covid Update
 - b. Member Engagement Committee Update
 - c. 2 Vacant At Large Positions
 - d. By-Laws
- X. Motion to Adjourn at 1:04 to be respectful of people schedules - Nick Brambilla voiced his no vote to adjourn the meeting.

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