



## MPEA Executive Board Minutes December 12, 2023

Attendees: Andrew Weyer, Janna Beard, Ann Thelen, Eric Gustafson, Siiri McNulty, Kim MacDonald, Stacy Sorenson, Rebecca Gaida, Jim Michels

- I. Call to order - 12:01pm
- II. Approval of Meeting Minutes - Because meeting was moved up a week and board members did not have time to review, it was decided they could be approved via email.
- III. Vice President's Preview of Agenda - admonition to get through full agenda.
- IV. Secretary's Report
- V. Treasurer's Report - a few of the board members met with Teigen regarding the reports. There was board discussion about developing a budget and getting our reports to balance, possibly using Quickbooks to track our finances. Weyer and Teigen will investigate using Quickbooks and will get back to the board.
- VI. President's report
  - High level update of any Issues Log updates - not a lot of movement on this to report - PIP for one employee, seems to be going well and making progress.
  - LMC meeting update - weight loss medication will continue to be covered by Medica for now. Covid leave is being extended through June of 2024 and you do not need to be vaccinated to use it. There is no update on if you need to provide proof and how it needs to be provided.
- VII. Detail and permit employees update - looking at tracking this differently, master permit template list. McNulty is going to change her contacting approach to if they missed the exit, she would contact them. Two members should be exiting this month and a bunch coming up at the end of the year.
- VIII. New business
  - Discuss MPEA News email - MacDonald mentioned housing the MPEA News on our current website and sharing the link with an email. Beard informed the board on the content of the newsletter and that it could be done monthly or as needed.
  - Discussion on how MPEA would help someone who is promoting out of MPEA. We do not have the obligation but could give them advice on if they should take the promotion, the Supervisors union and MPEA have worked well together in the past. We can answer questions for all members no matter which direction they are going.

- Itemize duties and responsibilities of each position - Beard will work on this as we want to add this to the request for nominations email to the members.
- Establish committees: the committees would be finance, records, and website. Website would be Gustafson, Gaida, and Beard. Finance would be Teigen, Weyer, MacDonald and Sorenson. Records would be Beard, Weyer and McNulty. Proposed committees would start in January 2024. Need to develop central tracking sheet to drive progress on projects and committee work, possibly a Smartsheet. Need to consider a policy on committees, what is their authority, are minutes required, update on agenda monthly, board to ensure committee are accomplishing what they were meant to do.

IX. Gaida again brought up whether there must need to be a standing grievance committee. (There has been a lot of discussion on this subject in past board meetings and the decision was made that we do not need to have a grievance committee at this time.) Gaida's repeated questioning of Jim Michels on this matter prevented discussion of other agenda items, see below. Michels stated that a grievance committee would be needed if an issue came up that would need to be advanced to the grievance level. Most cases come to us on a very short time frame - is it consistent with bylaws no but, if you look at what the mission of the union is - what serves the mission - we need to error on the side of do we want to protect the members or make sure there is a committee that it must go to first and then timelines are missed. Most of the unions Michels works with they do not have a grievance committee, MPEA is in upper half, but the issue is not size it is the frequency of the grievances. If grievances are common (10 a year) then consider having a committee. Gaida stated that grievances are not being brought to the entire board and that is not in compliance with our bylaws. Michels stated that evaluations are happening and that not all board members need to be up to speed and that does not mean we are not following the bylaws. For practical purposes the board is the grievance committee. If the decision is to not move forward with a grievance, common practice is to get legal advice if we should move forward or not and we could rely on the experts to help with grievance decisions and how to protect the association. If they don't like the grievance being denied by the board, they can come back to the board to review again and at that time Weyer would appoint a grievance committee to hear the appeal and bring back to the board for review.

#### X. Old Business

- Website Project invite upcoming - there will be a Teams meeting set up to show the options we have in near future.
- Discuss January informational meeting and February appreciation gathering - NOT DISCUSSED.
- Finalize 2024 MPEA Communication Plan - NOT DISCUSSED.

- XI. Sorenson motioned to have BMS oversee upcoming elections citing concerns of conflict of interest and significant problems. Gaida seconded. Sorenson stated she felt that having Michel's office manager count ballots could also be a conflict of interest. Being over time, motion was tabled until the January meeting for more discussion.
- XII. 1:36pm Motion to Adjourn

*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; Respect everyone's time*