



MPEA Executive Board Meeting
 Federal Café Meeting Room
 March 19, 2024
 12:00pm - 1:30pm

- I. Call to Order
 - a. Weyer called the meeting to order at 12:00pm.

Name	Present	Absent
Andrew Weyer (President)	X	
Janna Beard (outgoing Vice-President)	X	
Lindsey Silas (incoming Vice-President)	X	
Ann Thelen (outgoing Secretary)	X	
Rebecca Gaida (incoming Secretary)	X	
Chip Teigen (Treasurer)	X	
James Coleman (incoming At-Large)	X	
Eric Gustafson (outgoing At-Large)		X
Kim MacDonald (At-Large)	X	
Siiri McNulty (At-Large)	X	
Tate Nguyen (incoming At-Large)	X	
Stacy Sorenson (At-Large)	X	

Also Present: Jim Michels – MPEA Lawyer, joined via Microsoft Teams

- II. Approval February Meeting Minutes
 - a. Group discussed revisions to the minutes from Sorenson and Teigen.
 - b. **Motion to approve with revisions by Beard. Second by Sorenson.**
 - i. **Minutes approved unanimously.**
- III. President’s Report
 - a. Weyer outlined communication with members and mentioned that the Contract, Civil Service Rules, Issues Log, and City Charter are applicable documents new board members should review. Weyer attends Labor Management Committee Meetings and Board of Business Agents. Weyer will schedule training for Board with Jim Michels
 - b. Question from MacDonald regarding City’s health insurance plan and coverage of weight loss drugs like Ozempic. Response from Michels regarding the Benefits Labor Management Committee (BLMC) and what is or is not covered. Medica only processes claims and bills the City and cannot unilaterally change coverages.
- IV. Vice President’s Report
 - a. Outgoing Vice President Beard asked Silas, Gaida, Coleman, and Nguyen if they will have their bios or candidacy info taken off YourMPEA.com, or if the website will be taken down, now that they are on the board. Beard will help with employee issues during transition to new board.
- V. Secretary’s Report
 - a. No report from outgoing Secretary Thelen.
- VI. Treasurer’s Report
 - a. Teigen has turned in tax and audit information to CPA for review.
 - b. Gaida asked about financial discrepancy that has shown up in past reports. Teigen denies a discrepancy. Sorenson updated the board on the work the Financial Committee has done to identify the discrepancy and sent all materials to Teigen. Michels would like to review materials. Teigen will also request MPEA’s CPA review financial statements.
- VII. Detail and Permit Employee’s Update

- a. McNulty updated that Weyer has signed Letters of Agreement (LOA) to extend detail/permit. Four people have detail/permits ending soon. Coleman asked about detail/permit rules and McNulty explained that the goal of MPEA is for people to be hired permanently. There are provisions in the contract for the duration of detail/permit employees and extending their tenure.
 - b. Sorenson brought up new employee orientation is at new time, Mondays at 3pm. Discussion about who will cover new employee orientation and logistics of attending.
- VIII. Records Committee Report
- a. McNulty looking into centralizing records on a non-City system.
 - b. Discussion on transferring documents from previous Board members to new board members.
- IX. Website Committee Report
- a. Gaida gave website report. She is targeting April to transition from old to new website. She will send out information to new board.
- X. Finance Committee Report
- a. *Covered in Treasurer's report.*
- XI. Continuing Business Discussion
- a. New board member introduction
 - i. Introductions from Tate Nguyen, James Coleman, and Lindsey Silas. New board members recognized and seated.
 - b. March appreciation gathering update
 - i. It went well. Thank you members for attending! Names and information about raffle winners were sent by Sorenson to the board.
- XII. New Business Discussion
- a. *Discuss adding back-up to detail & permit employee review (covered in Detail/Permit)*
 - b. *Set up new board member training with Jim Michels (covered in President's report)*
 - c. **MacDonald moved to pay 3 previous board members until the end of the second quarter. Second by McNulty.**
 - i. Sorenson offered an amendment to pay Vice President up to 3 months but evaluated on a month-to-month basis to be evaluated after March of 2024. MacDonald rejected amendment. Original motion remains.
 - ii. Beard willing to stay on through end of month to help with transition.
 - iii. 6 yeas: Weyer, Silas, Teigen, Coleman, MacDonald, McNulty – 3 nays: Gaida, Nguyen, Sorenson. **Motion passed.**
 - d. **Silas moved to open board meetings with virtual observation for all dues paying members via Microsoft Teams. Sorenson seconded.**
 - i. Discussion regarding closed session for member issues. Sorenson and McNulty agreed that there should be a closed session for employee issues. Michels and Nguyen brought up City Council agendas which have a section for closed session and recommended putting out agenda ahead of time to mark closed session items.
 - ii. **MacDonald motioned to table for two months to discuss logistics of open meetings. Second by McNulty.**
 - 1. 4 yeas: Weyer, Teigen, MacDonald, McNulty – 5 nays: Silas, Gaida, Coleman, Nguyen, Sorenson. **Motion failed.**
 - iii. Discussion continued regarding merits and logistics of opening meetings. Silas has heard from members that they feel they don't have access to information from the board. Sorenson shared experience with other boards that have opened their meetings has observed and usually open meetings go over well after implemented.
 - iv. **Gaida called the question. Nguyen second.**
 - 1. 6 yeas: Silas, Gaida, Coleman, McNulty, Nguyen, Sorenson – 3 nays: Weyer, Teigen, MacDonald. **Motion passed.**
 - v. Vote held for original motion to open board meetings with virtual observations for all dues-paying members via Microsoft Teams. 5 yeas: Silas, Gaida, Coleman, Nguyen, Sorenson – 3 nays: Weyer, Teigen, MacDonald – 1 abstention: McNulty. **Motion passed.**

- e. **MacDonald moved to adjourn. McNulty seconded.**
 - i. 4 yeas: Weyer, Teigen, MacDonald, McNulty – 5 nays: Silas, Gaida, Coleman, Nguyen, Sorenson. **Motion failed.**
- f. **Teigen moved that Gaida email YourMPEA with Teigen cc'd to remove YourMPEA website. Second by MacDonald.**
 - i. It was explained that YourMPEA website is a separate site that has never claimed to be an official website of MPEA and therefore the board has no control over whether the site is taken down.
 - ii. 4 yeas: Weyer, Teigen, MacDonald, McNulty – 5 nays: Silas, Gaida, Coleman, Nguyen, Sorenson. **Motion failed.**
- g. **Coleman moved that the board request the University of Minnesota Labor Education Services (UMN LES) provide trainings for board members. Second by Nguyen.**
 - i. Coleman expressed interest in union trainings and information about the labor movement.
 - ii. Silas clarified this training would not be in lieu of a training with MPEA lawyer, Jim Michels.
 - iii. Weyer, MacDonald, and McNulty would like more information on the training.
 - iv. Gaida offered an amendment to cap at \$750 dollars total. Coleman accepted the amendment. **Amended motion: Board will request UMN LES provide trainings for board members with a budget of \$750 total.**
 - v. **McNulty moved to table the issue. MacDonald seconded.**
 - 1. 4 yeas: Weyer, Teigen, MacDonald, McNulty – 5 nays: Silas, Gaida, Coleman, Nguyen, Sorenson. **Motion failed.**
 - vi. Discussion continued. Michels asked for clarification on if the training with the U of M is mandatory. Coleman clarified that it is not mandatory.
 - vii. Vote held on the amended motion that the board will request UMN LES provide trainings for board members with a budget cap of \$750 total. 5 yeas: Silas, Gaida, Coleman, Nguyen, Sorenson – 4 nays: Weyer, Teigen, MacDonald, McNulty. **Motion passed.**
- h. **Gaida moved to transition documents from outgoing board members to new board members by first of April. Second by Nguyen.**
 - i. Beard mentioned she uploaded documents into a shared drive. Gaida had requested documents from Thelen and has not yet received them.
 - ii. **Motion passed unanimously.**

XIII. Adjournment

- a. **Silas moved to adjourn. Nguyen seconded.**
 - i. **Approved unanimously.** Meeting adjourned at 1:35pm.

*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*