

INDEPENDENCE

Member-driven | Unaffiliated | Professional

Why we are non-partisan and independent

MMA recognizes that our members hold diverse political views, and we respect those differences. Our organization's effectiveness depends on maintaining a non-partisan stance that allows us to represent all members equitably and work constructively with state government leadership regardless of political party affiliation. We are united not by political ideology, but by our shared commitment to professional public service and fair treatment in the workplace.



The Middle Management Association (MMA) is a non-partisan professional organization committed to representing the collective interests of supervisory employees of the State of Minnesota, regardless of political affiliation or ideology.

Our mission and operations are guided by the following non-partisan principles:

Professional Focus

MMA exists to advance the professional and economic status of supervisors in public employment. Our advocacy centers on workplace issues—including fair compensation, benefits, working conditions, and professional standards—rather than partisan political positions.

Inclusive Representation

MMA welcomes and represents all eligible supervisory employees without regard to their personal political beliefs, party affiliation, or voting preferences. Our strength lies in our unified commitment to professional excellence and fair treatment in the workplace.

KEY ORGANIZATIONAL FEATURES

✓ Democratic

Governance: Elected Board of Directors and officers

✓ **Member Rights:** Voting, service, and participation opportunities

✓ Financial Accountability:

Independent annual audits and transparent budget processes

✓ Local Association Structure:

Agency-specific representation

✓ Standing Committees:

Executive, Grievance, Finance, Elections, Communications and Outreach, Scholarship

✓ Contract Ratification:

Members-only vote on labor agreements

✓ Professional Development:

Promotion of high supervisory standards

✓ Collective Bargaining:

Representation under Minnesota public employee labor law

Bipartisan Engagement

MMA engages constructively with state leadership, elected officials, and policymakers across the political spectrum. We work collaboratively with state administration regardless of which political party holds office, focusing on achieving fair labor agreements and positive working conditions for our members.

Member-Centered Governance

MMA's democratic governance structure ensures that decisions are made by and for our members. Our Board of Directors, elected by the membership, establishes policies and represents member interests based on workplace priorities, not political platforms.

Good Government Advocacy

MMA promotes effective, efficient, and professional public service management practices that benefit all Minnesotans. We advocate for policies that support quality public services and professional supervisory practices, recognizing that good governance transcends partisan divisions.

Workplace Rights Protection

MMA's representation activities—including grievance representation, contract negotiations, and advocacy on terms and conditions of employment—are conducted in accordance with Minnesota Statutes Chapter 179 and 179A (Public Employees Labor Relations Act). These activities focus on protecting workplace rights and professional standards, not advancing political agendas.

Organizational Independence

As an independent, non-profit Minnesota organization, MMA maintains its autonomy from political parties and partisan influences. Our resources and efforts are dedicated exclusively to serving our members' professional interests and advancing supervisory excellence in state government.

CONTACT INFORMATION

For more information about MMA's Constitution and Bylaws or membership:

- Visit: [mmamn.org > Resources Document Library](https://mmamn.org/resources/document-library) to view a copy of our [constitution and bylaws](#)
- Contact an MMA Business Representative working with your agency
- Contact your Local Association chapter representatives
- Reach out to MMA Board of Directors or Executive Director

This summary is based on the MMA Constitution and Bylaws as last amended January 27, 2024. For complete details, please refer to the official governing documents on our website mmamn.org