

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
January 21 & 22, 2004

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The meeting of the State Executive Board was called to order by President Kary Sowels at 9:30 a.m. on Wednesday, January 21, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Kary Sowels, Bonnie Lewis, Bonnie Johnson, John Ost, Mark Nelson, Bill Henderson, Tom Tylutki, and Al West. Staff present were: David VanKoeveering, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Tangee Laza, and Cherelyn Dunlap. Mel Grieshaber and Rich Wickstrom were excused.

The board reviewed grievances and took the following action:

06-008-03	Rico Torreano	Withdraw
25-038-03	Luconious Ross	Uphold Committee Decision
36-009-03	Daniel Graczyk	Accept Settlement
36-010-03	Daniel Graczyk	Accept Settlement
36-011-03	Daniel Graczyk	Accept Settlement
36-012-03	Daniel Graczyk	Accept Settlement
36-013-03	Daniel Graczyk	Accept Settlement
36-015-03	Daniel Graczyk	Accept Settlement
43-010-03	Gary Lamarche	Arbitrate

Ron Parkinson joined the meeting at 12:20 p.m.

The following were appealed in person by the grievant:

06-009-03	Shannon Wright	Uphold Committee Decision
17-052-03	Amber Darrough	Uphold Committee Decision
41-031-03	Kandace Sweet	Arbitrate
43-005-03	Tammy Glassock	Accept Settlement
CFO-1090-03	James Thomas	Uphold Committee Decision

As there was no further business, motion was made by John to adjourn and reconvene the following day. Supported by Mark Nelson and MOTION CARRIED. The meeting stood adjourned at 3:10 p.m.

The meeting reconvened and was called to order by President Kary Sowels at 9:15 a.m. on Thursday, January 22, 2004, in Gaylord, MI.

Roll call was taken and the following were present: Kary Sowels, Mel Grieshaber, Tom Tylutki, Bonnie Lewis, Bonnie Johnson, John Ost, Mark Nelson, Bill Henderson, and Al West. Rich Wickstrom and Fred Parks were excused.

The minutes of the December 18, 2003, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

President Kary Sowels reported on the following topics:

A letter has been sent to David Fink, OSE Director, regarding the elimination of paper earnings statements. We hope to meet with OSE next week. Grievances in DOC and DCH, a complaint with the Wage and Hour Division and a ULP have been filed. Counsel also will be seeking an injunction to prevent initiation of the paperless pay stubs until the issue can be resolved.

A letter from Greg Sipka was reviewed. Nothing else can be done on the issue.

Presented a proposed policy on religious accommodation prepared and recommended by counsel. Motion by John Ost to adopt the policy. Supported by Bonnie Lewis and MOTION CARRIED. Bonnie Johnson voted no.

Reviewed and discussed the report from the DOC transportation review committee. Asked the board to provide within the next few weeks, information on any contract violations or perceived problems.

The favorable decision we received on gender-based job assignments was appealed by the state to the court of appeals. The court will hear arguments on February 4th. This suit was brought and funded by MCO on behalf of members at Western Wayne and Scott. Counsel advises that the court will probably issue a decision sometime in May.

Reviewed appeal on grievance 32-008-03. The board upheld the committee's decision.

Presented cards of thanks from Robin Griffin and Gary Emmons.

Submitted a request from Rich Kerttu, Camp Ottawa, for a donation from the Crisis Fund. Motion by Tom Tylutki to deny the request. Supported by John Ost and MOTION CARRIED.

Submitted a request from Bonnie Johnson for a donation from the Crisis Fund to a member at JCF. Motion by Bill Henderson to approve \$500.00. Supported by Al West and MOTION CARRIED.

Submitted a request from Bonnie Johnson for a donation from the Crisis Fund to help with a fundraiser for a member at SMF. Motion by John Ost to approve \$500.00. Supported and MOTION CARRIED.

Submitted a request from Cary Gross for a donation from the Crisis Fund to a member at JCF. Motion by John Ost to approve \$500.00. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Ken Phillips for a donation from the Crisis Fund to a member at Camp Sauble. Motion by Al West to approve \$500.00. Supported by Tom Tylutki and MOTION CARRIED.

Submitted a request from Ken McGinn for a donation from the Crisis Fund to a member at RCF. Motion by Mark Nelson to deny the request. Supported by John Ost and MOTION CARRIED. Mel Grieshaber voted no.

Reported on a phone poll for on a request from Larry Henley for a \$1,000 donation from the Crisis Fund for a member's family at LMF. The board voted to approve the request.

Reported on a phone poll to authorize a 3% wage increase for Mel Grieshaber effective January 1, 2004. The board voted to authorize the wage increase.

Reported on a phone poll to authorize a 3% wage increase for Fred Parks effective January 1, 2004. The board voted to authorize the wage increase. Rich Wickstrom and Bonnie Johnson voted no.

Tom Tylutki reported that a number of members have requested that such things as MCO hats and shirts be made available for purchase. He is looking into the possibility of offering them for sale through our web site.

Mel Grieshaber reported on the following topics:

PAC Fund renewal requests occurring at this time; need everyone to renew now.

Reviewed current legislation of interest including bill on BLT and retirement has passed the house and is now in the senate. Escape at Mound being reviewed by legislators.

Met with Sloan and Associates regarding earned media.

Discussed various electoral year issues.

Just attended a recent ACA.

Sacha Crowley, our new Communications Specialist, will be attending SEIU training on web sites on February 9, 2004.

Bonnie Lewis reported on the results of the new SMN election of chapter officers ordered by the board. The new election produced no change in chapter officers.

Mark Nelson reported that Camp Koehler is now a Hepatitis C facility. Training is currently being conducted.

As there was no further business, motion was made by Bonnie Lewis to adjourn. Supported by Al West and MOTION CARRIED. The meeting stood adjourned at 3:25 p.m.

Respectfully submitted,

Bonnie Johnson  
Recording Secretary

BJ:cs/opeiu459afl-cio

MINUTES OF:

State Executive Board Meeting

SEIU Local 526M, AFL-CIO

Wednesday, February 18, 2004

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President Kary Sowels called the meeting of the State Executive Board to order at 9:25 a.m. on Wednesday, February 18, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Kary Sowels, Tom Tylutki, Al West, Bill Henderson, Mark Nelson, John Ost, Rich Wickstrom, Bonnie Lewis, and Bonnie Johnson. Staff present were: Dave VanKoeving, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Tangee Laza and Chereilyn Dunlap.

The board reviewed grievances and took the following action:

05-053-03	Gary Pung	Uphold Committee Decision
06-001-03	Gary Niemi	Arbitrate
06-002-03	Royce Jordan	Arbitrate
06-012-03	Fred Weiland	Arbitrate
19-018-03	Toby Grant	Appeal to Pre-Arb
21-090-03	Sharon Douglas	Appeal to Step 3
21-091-03	Sharon Douglas	Appeal to Step 3
25-040-03	Angelina Gutierrez	Uphold Committee Decision
27-067-03	Steve McClurg	Uphold Committee Decision
31-015-03	Douglas Mascho	Hold until Settlement is Signed
35-014-03	Teresa Aleo	Appeal to Pre-Arb
35-073-03	Gary Deatrack	Appeal to Pre-Arb
40-018-03	Rick VanAlstine	Appeal to Pre-Arb
43-014-03	Julie Burton	Arbitrate
52-016-03	Douglas Kamiuski	Uphold Committee Decision
CHU-014-03	Cedric Everson	Uphold Committee Decision
CHU-109-02	Mack Walker	Uphold Committee Decision

Ron Parkinson joined the meeting at 10:45 a.m.

The following appeals were presented by the grievant:

11-015-03	Timothy Jasman	Uphold Committee Decision
20-020-03	Israel Vinson	Uphold Committee Decision
20-024-03	Stacey Williams	Accept Settlement
32-011-03	Ronald Neal	Uphold Committee Decision
62-016-03	Harold Pattillo	Uphold Committee Decision

Staff was excused at 3:00 p.m. as the grievance appeals were completed.

Mel Grieshaber and Fred Parks joined the meeting at 3:10 p.m. and Ron Parkinson returned to update the board on the changes at HVC, WCF, HVM, and ICF. Parkinson was excused at the conclusion of his report.

Motion by Tom Tylutki that Fred Parks write DOC and OSE indicating MCO's opposition to lowering prison security levels. Supported by Al West and MOTION CARRIED.

The minutes of the January 21 & 22, 2003, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Mark Nelson and MOTION CARRIED.

The financial report was presented for review. Motion by John Ost to accept the report as given. Supported by Bonnie Johnson and MOTION CARRIED.

Fred Parks reported on the following topics:

A new group called Insource Committee, comprised of representatives from the state employee unions and the heads of state departments, met to discuss subcontracting. The group will be meeting monthly.

Several lawsuits are pending. MCO just settled the suit on electronic pay warrants. The suit on gender based job assignments was heard in the 6th District Court on February 4th and we are waiting for a decision.

Discussed the three different unions trying to raid MCO. SEIU is working with us to counter the raid. Other unions have also offered assistance.

The State Personnel Director is currently an acting position. We are looking at individuals to recommend to the governor who are labor friendly. Civil service is currently controlled by John Engler appointments that are not labor friendly.

The AFL-CIO is holding a Health and Safety Conference on April 6-8 in Lansing. Motion by Tom Tylutki to send the members of the Health and Safety Committee. Supported by John Ost and MOTION CARRIED.

The Building Trades Council is asking that unions place ads in their program. Motion by John Ost to purchase a \$400.00 ad. Supported by Al West and MOTION CARRIED.

The board went into executive session 4:25 p.m. on motion made by Tom Tylutki and supported by Al West. It resumed regular business at 5:05 p.m. on motion made by Tom Tylutki and supported by Bonnie Johnson.

Kary Sowels reported on the following topics:

Announced that a special meeting of the Central Committee will be held on March 18th in Lansing. The Executive Board will meet on March 17th and 18th. The regular meeting of the Central Committee will be held on May 6th in Lansing.

Training on ADA, FMLA and Workers Compensation will be held in Lansing on April 30th. Motion by Tom Tylutki to send the labor representatives. Supported by Rich Wickstrom and MOTION CARRIED.

Discussed Warden Palmers' discipline and DOC's refusal to give MCO the results of the discipline. Motion by Tom Tylutki to consult with counsel on obtaining the records. Supported by Rich Wickstrom and MOTION CARRIED.

Training on Labor/Employment Laws will be conducted in the recent future. Motion by John Ost to send Randy Eicher and Tangee Laza. Supported by Bill Henderson and MOTION CARRIED. Bonnie Johnson voted no.

Request from Larry Henley for a donation from the Crisis Fund to help a member at LMF. Motion by Tom Tylutki to approve a \$500.00 donation. Supported by Mark Nelson and MOTION CARRIED.

Request from Jim Johnson for a donation from the Crisis Fund to help a member at KCF. Motion by Bonnie Lewis to approve a \$500.00 donation. Supported by Al West and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Reviewed status of BLT and other legislation.

Reviewed status of countering the raid against MCO.

Discussed electoral year issues.

Informed board of upcoming SEIU Central Region Leadership meeting.

Reported that governor is looking at saving \$148 million for all state employees next fiscal year.

Tom Tylutki reported on the following topics:

Attended SEIU training for Treasurers on February 17th in Detroit.

Signed a contract with SBC Ameritech for telephone long distance service. Should take effect in March. Will reduce our costs from 9 cents a minutes to 3.7 cents a minute.

Changed the company that does our printing and mailing. The new company, Keystone Printing is a union shop and will provide a 5% savings on the MCO Report and mailing services. A shop in Royal Oak formerly handled our mailings because no local mailers were organized.

Reported on a meeting scheduled for February 27th to finalize arrangements to place MCO apparel on the website.

Bonnie Johnson reported on the Health and Safety meeting held last week. Presented a HIV test that would cost \$4.10 per person that members can do themselves and send to the state lab for analysis. Also discussed the possibility of resuming state fair booths.

As there was no further business, motion was made by John Ost to adjourn. Supported by Bonnie Lewis and MOTION CARRIED. The meeting stood adjourned at 7:45 p.m.

Respectfully Submitted,

Bonnie Johnson  
Recording Secretary

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
February 19, 2004

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The meeting of the State Executive Board was called to order by President Kary Sowels at 4:05 p.m. on Thursday, February 19, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Kary Sowels, Mel Grieshaber, Tom Tylutki, Bonnie Johnson, John Ost, Mark Nelson, Rich Wickstrom, Bill Henderson, Al West, and Bonnie Lewis.

Kary Sowels reported on the following topics:

Reported that only seven people volunteered to serve on the election committee to conduct the election of state officers on May 6th. Motion by Tom Tylutki to seat all seven on the committee. Supported by Bonnie Johnson and MOTION CARRIED. The election committee is as follows: Rich Wickstrom – AMF, Rod Denley – CLE, Lynette Walcher – ARF, Rick VanAlstine – AMF, Valerie Corl – IBC, and Kip Smith – CDW.

Request from Cecil Pedrin for a donation to the March of Dimes Father/Son Hockey Tournament. Motion by Mark Nelson to donate \$250.00. Supported by Al West and MOTION CARRIED.

Request from Bill Henderson to donate \$250.00 to a Freeland Wrestling Club. Motion by John Ost to approve the request. Supported by Bonnie Lewis and MOTION CARRIED.

Request from Lynette Walcher for a donation from the Crisis Fund to help a member at ARF. Motion by Bonnie Johnson to approve a \$500.00 donation. Supported by Tom Tylutki and MOTION CARRIED.

As there was no further business, motion was made by John Ost to adjourn. Supported by Bill Henderson and MOTION CARRIED. The meeting stood adjourned at 5:10 p.m.

Respectfully Submitted,

Bonnie Johnson  
Recording Secretary

BJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
Tuesday, March 16 & 17, 2004

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President Kary Sowels called the meeting of the State Executive Board to order on Tuesday, March 16, 2004, at the MCO office in Lansing.

Roll call was taken and the following board members were present: Kary Sowels, Bonnie Johnson, Tom Tylutki, Bonnie Lewis, John Ost, Rich Wickstrom, Mark Nelson, Al West and Bill Henderson. Staff present was: David VanKoevering, Cynthia Beal, John Bowers, Tangee Laza, Ron Parkinson and Cherelyn Dunlap

The board reviewed grievances and took the following action:

62-017-03	Hector Hernandez	Accept Settlement
61-021-03	James Bolden	Move to Step 3
CHU-129-03	Wayne Johnson	Uphold Committee Decision
CHU-116-03	Richard Sterwood	Uphold Committee Decision
26-044-03	Jerald Campbell	Accept Settlement
28-013-02	Virginia Olmstead	Uphold Committee Decision
28-012-02	Alex Vert	Uphold Committee Decision
38-045-03	Damon Burton	Accept Settlement
48-008-03	Phillip Miller	Accept Settlement
25-039-03 (prs apl)	Angelina Gutierrez	Accept Settlement
46-013-03 (prs apl)	Jane Store	Uphold Committee Decision

Staff was excused at 2:10 p.m., as the grievance appeals were completed.

As the business of the day was completed, motion was made by John Ost to adjourn.  
Supported by Al West and MOTION CARRIED. The meeting stood adjourned at 2:15 p.m.

The meeting of the State Executive Board reconvened and was called to order by President Kary Sowels at 9:25 a.m. on Wednesday, March 17, 2004, at the MCO office in Lansing.

Roll call was taken and the following board members were present: Kary Sowels, Mel Grieshaber, Bonnie Johnson, Tom Tylutki, Bonnie Lewis, John Ost, Rich Wickstrom, Mark Nelson, Al West and Bill Henderson.

The minutes of the February 19, 2004, Executive Board meeting were presented for review. Motion by Bonnie Johnson to accept the minutes as printed. Supported by Al West and MOTION CARRIED.

The minutes of the February 18, 2004, Executive Board meeting and Executive Session were presented for review. Motion by Al West to accept the minutes as printed. Supported by Mark Nelson and MOTION CARRIED.

The financial report was presented for review. Motion by Bonnie Johnson to accept the report as given. Supported by John Ost and MOTION CARRIED.



Fred Parks reported on the following topics:

Reported on discussions with department officials on various DCH and DOC issues including the reorganization of HVC and HVM and the closure of WCF. Seven block in Jackson will not be closing. No officers are to lose jobs. Transfers are still frozen statewide, except that the contractual closer to home transfers will take place.

Discussed raids by POAM and FOP.

Reviewed the atmosphere for bargaining this year.

Discussed the state troopers contract and their concessions package with the BLT plan.

Reported that AFSCME members had twice voted against concessions. They were ultimately confronted with a number of layoffs and a lowering of job classifications for many, losing about \$1.50 an hour. The concession package passed on the third vote.

Reported that the Insource Committee is looking at ways to keep work here instead of shipping it out to other states. The committee meets again on April 15th.

Kary Sowels reported on the following topics:

Reported that the election committee will be meeting on April 21st to coordinate the May 6th election of officers.

Reported that Phil Earley has resigned as president of the Brooks chapter, and the chapter has removed Fred Elmore from the position of 3rd shift steward. Matt Pohl is now president of the chapter.

Reported that the members at Western Wayne elected a new president, Phyllis White.

Reviewed the union's grievance appeal process and the absence of provisions on who may accompany a grievant on a personal appeal. After discussion, motion was made by Rick Wickstrom that only a chapter official may accompany the grievant. Both the grievant and the chapter official will attend on their own time; no administrative leave or expenses will be provided. Supported by Mark Nelson and MOTION CARRIED. John Ost voted no.

Discussed CTO's and overtime.

Discussed the increase of assaults on staff by inmates.

Reported on the progress of bargaining with the administrative support staff.

Presented a request from Bonnie Johnson for \$500.00 from the Crisis Fund to help a member at SMN. Motion by Bill Henderson to approve the request. Supported by Bonnie Johnson and MOTION CARRIED.

Presented a request from Jake Campbell for \$500.00 from the Crisis Fund to help a member at KTF. Motion by Al West to approve the request. Supported by Tom Tylutki and MOTION CARRIED.

Advised that Sacha Crowley, Communications Specialist, has requested authorization to attend the AFL-CIO Michigan Labor Press Conference on April 22-25, 2004. Motion by John Ost to authorize Sacha Crowley to attend the conference. Supported by Tom Tylutki and MOTION CARRIED. Rich Wickstrom and Bonnie Johnson voted no.

Presented a request from Stewart Bridgewater for MCO to sponsor an adult softball team. Motion by Rich Wickstrom to deny the request. Supported by Bonnie Lewis and MOTION CARRIED.

Presented a request from Ypsilanti High School for a donation to the seniors' lock-in. Motion by Al West to deny the request. Supported by Rich Wickstrom and MOTION CARRIED.

Presented a request from Willow Run High School for a donation to the seniors' lock-in. Motion by Bonnie Johnson to deny the request. Supported by John Ost and MOTION CARRIED.

Reported that the SEIU International Convention will be held in June. Motion by Mark Nelson to send the appropriate number of delegates. Supported by Tom Tylutki and MOTION CARRIED. Rich Wickstrom voted no.

Mel Grieshaber reported on the following topics:

Budgets for DCH and DOC are on hold in the Senate.

Legislation on retirement provisions covering the BLT has passed both houses and has been sent to the governor for her signature.

Discussed retirement legislation. Republican leadership is not allowing the bill to move.

Letters have been sent to PAC contributors to renew their contributions and encourage others to contribute to the PAC fund.

Discussed the raids and the initiatives taken by MCO, SEIU and other unions to fight against raiding.

Tomorrow, Mel Grieshaber and the ICF chapter president, 2nd vice president and chief steward will be testifying before the Senate Judiciary and Corrections Committee on concerns regarding the scheduled lowering of ICF from Level 6 to Level 5. They will also discuss our concerns on staffing gun towers on a limited basis. MCO will also be using earned (free) media on both issues.

Reported on attending the Partners for Progress meeting.

Presented a request from the Retirement Coordinating Council for a \$300.00 donation to its fundraiser. Motion by John Ost to donate \$300.00. Supported by Tom Tylutki and MOTION CARRIED.

Discussed MCO's legislative open house and moved that it be cancelled this year.  
Supported by Bonnie Johnson and MOTION CARRIED.

Tom Tylutki reported on the following:

Presented grievance 47-034-03 on transportation. The board moved the grievance by attaching to arbitration case.

Presented a bid from Centerline Contracting in the amount of \$171,623 for structural repairs to the building. Motion by Mark Nelson to approve the repairs and accept the bid. Supported by Bonnie Lewis and MOTION CARRIED. Rich Wickstrom voted no.

Rich Wickstrom reported that the board members at large reviewed the union's September 2003 to January 2004 financial records yesterday afternoon, and all was in order.

Rick Wickstrom suggested that the board look at the structure of MCO and provide that the membership conduct step 3 and pre-arbitration grievance conferences and field representation. Thus, giving the process more ownership to the member.

As there was no further business, motion was made by Bonnie Johnson to adjourn. Supported by Mark Nelson and MOTION CARRIED. The meeting stood adjourned at 6:10 p.m.

Respectfully Submitted,

Bonnie Johnson  
Recording Secretary

BJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
April 20 and 21, 2004

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President Kary Sowels called the meeting of the State Executive Board to order at 9:15 a.m. on Tuesday, April 20, 2004, at the MCO office in Lansing.

Roll call was taken and the following board members were present: Kary Sowels, Mel Grieshaber, Tom Tylutki, Bonnie Johnson, Bonnie Lewis, Rich Wickstrom, Mark Nelson, Al West and Bill Henderson. John Ost was excused. The following staff were present: Dave VanKoevering, Cynthia Beal, John Bowers, Tangee Laza, Cherelyn Dunlap, Ron Parkinson, Randy Eicher and Karen Mazzolini.

The board reviewed grievances and took the following action:

04-035-04 (prs appl)	Carla Cline	Uphold Committee Decision
15-002-04	Freddie McCoy	Uphold Committee Decision
15-006-04	Kristine Golos	Appeal to Step 3
19-018-03	Toby Grant	Uphold Committee Decision
37-009-04	Malcolm Cook	Uphold Committee Decision
39-002-04	Jody Goodman	Appeal to Pre-Arb
41-061-03	Thomas Bonczak	Appeal to Step 3
41-013-04	Chris Merimer	Uphold Committee Decision
47-048-03	Brenda Holland	Appeal to Step 3
47-049-03	Derrick Thelen	Appeal to Step 3
47-050-03	Tom Lickman	Appeal to Step 3
47-051-03	Scott Luna	Appeal to Step 3
51-002-04	Peter Kulas	Accept Settlement
51-005-04	Arnold Collier	Uphold Committee Decision
62-005-04	Hector Hernandez	Uphold Committee Decision

Staff was excused at 12:20 p.m., as the grievance appeals were completed.

Fred Parks joined the meeting at 12:20 p.m.

The minutes of the March 16 & 17, 2004, Executive Board meeting were presented for review. Motion by Al West to accept the minutes as printed. Supported by Bonnie Lewis and MOTION CARRIED.

The financial report was presented for review. Motion by Bonnie Johnson to accept the report as given. Supported by Bill Henderson and MOTION CARRIED.

Fred Parks reported on the following topics:

Discussed raids by POAM and FOP.

Reported that the state police troopers, who have binding arbitration, ended up with the same BLT program as MCO during concessions.

Reported AFSCME, after a second vote, overwhelmingly approved a concession package, which will avoid pending layoffs and work schedule adjustments. They have the BLT plan, funds for training set aside and an increase in drug co-pays.

One of SEIU 517M's units will be voting for the third time on April 23rd. The federal government pays a large group of this unit's members. If ratified, they will have the BLT plan and flexible lunch periods. If not, all workers will be required to take a full one-hour lunch and some additional layoffs are likely.

Discussed bargaining issues for the upcoming contract reopener.

Reviewed state's budget. The governor is having trouble with the legislature on her proposals on the budget; republicans are opposing most of her ideas.

House bill 4459 on defined contribution pensions is being held up due to republican opposition. The early retirement bill has the same problem. We are requesting members call their representatives.

House bill 5190 was vetoed by the governor.

Parks attended a meeting on April 8th dealing with rehab centers, alcohol and drug programs for prisoners. Looking at a proposal to change sentences by one month could save 4,000 beds. People attending come from FIA, DOC, DCH, counties, etc. May have a number of bills coming out of this group. MCO will watch closely.

Parks attended the second meeting of the in-sourcing committee. Eleven contracts have been brought back into the state already. Looking as a large number of others. Next meeting is April 28th.

Discussed the gas mask questionnaire. We have sent it to our attorneys and Kary Sowels is requesting the department to stop requiring the questionnaire be filled out until all problems have been addressed and worked out.

Reported that civil service is looking into repealing rule 6.7 on notice to agency fee payers.

MDOC is looking into a stress reduction program for employees. They have hired Rosanne Leland as the stress life coordinator. If employees have problems or ideas they may call 373-7630.

Reported that the ACA employee safety committee is looking at a draft for pro-vests. Motion by Rich Wickstrom that MCO support body armor and safety equipment that will protect officers. Supported by Mark Nelson and MOTION CARRIED.

Discussed petition drive for the death penalty for first-degree murder of law enforcement or correctional officers. Motion by Bonnie Johnson that the State Executive Board support the death penalty drive, and send the issue to the Central Committee for confirmation. Supported by Bonnie Lewis and MOTION CARRIED. Rich Wickstrom voted no.

Submitted a request for funds from Economic Alliance of Michigan. Motion by Bonnie Johnson to contribute \$2,000. Supported by Tom Tylutki and MOTION CARRIED. Mark Nelson voted no.

As there was no further business for the day, motion was made to adjourn and reconvene on Wednesday, April 21, 2004. Supported and MOTION CARRIED.

The meeting reconvened and was called to order by President Kary Sowels at 9:30 a.m. on Wednesday, April 21, 2004 at the MCO office in Lansing.

Roll call was taken and the following were present: Kary Sowels, Mel Grieshaber, Fred Parks, Tom Tylutki, Bonnie Johnson, John Ost, Bill Henderson, Mark Nelson, Rich Wickstrom, Alfred West and Bonnie Lewis.

Kary Sowels reported on the following topics:

Reported that tentative agreement has been reached on a contract with the support staff. The contract will be extended one year with no increase in wages.

Reported that Cynthia Beal appealed her grievance to arbitration. The hearing is set for May 27, 2004.

Discussed the bio-care respirator questionnaire. Motion by Bonnie Johnson that MCO fight this questionnaire with whatever means necessary until an agreement can be reached that protects our members. Supported by Mark Nelson and MOTION CARRIED.

Reported that DOC wants to combine transportation around the state. Under this plan, some places would lose staff; others would gain staff. Sowels advised DOC that MCO must have input before the final decision is made and an agreement must be reached between MCO and DOC.

Discussed the reorganization of HVC, HVM and WCF. Problems with FSAs and enough positions for them.

Discussed sending the officer of the year, Pablo Olvera, to Washington, D.C. for the national ceremonies. DOC is covering administrative leave, but no expenses. Motion by Bonnie Johnson to help with the expenses (travel, lodging, meals). Supported by Tom Tylutki and MOTION CARRIED.

Submitted a letter of thanks from Mary Case.

Submitted a request from Tyrone Lawrence for \$200.00 to help with Nursing and Security Week of May 13th at HVC. Motion by Bonnie Johnson to approve the request. Supported by Tom Tylutki and MOTION CARRIED.

Submitted a request from Kevin Palm, Camp Lehman, for a donation to help a youth hockey team travel to Russia. Motion by Mark Nelson to donate \$200.00. Supported by Bill Henderson and MOTION CARRIED. Mel Grieshaber voted no.

Submitted a request from Bonnie Johnson for \$250.00 for equipment for E.J. High School fast pitch teams. Motion by Al West to approve the request. Supported by Bill Henderson and MOTION CARRIED. Mel Grieshaber voted no.

Submitted a request from Wayne Thompson for a donation from the Crisis Fund to help a member who had a fire. Motion by Bonnie Johnson to approve a \$250.00 donation. Supported by Bonnie Lewis and MOTION CARRIED. John Ost and Rich Wickstrom voted no.

Submitted a request from Ron Smith, for a donation from the Crisis Fund to help a member at SMN. Motion by Bonnie Johnson to approve a \$500.00 donation. Supported by Al West and MOTION CARRIED.

Submitted a request from Stennis George for a donation from the Crisis Fund to help a member at SCF. Motion by Bill Henderson to approve a \$500.00 donation. Supported by John Ost and MOTION CARRIED.

Submitted a request from Mike Taylor for a donation from the Crisis Fund to help a member at MBP. Motion by Tom Tylutki to approve a \$500.00 donation. Supported by Mel Grieshaber and MOTION CARRIED.

Submitted a request from Paul Golembiewski for a donation from the Crisis Fund to help a member at ECF. Motion by Mark Nelson to approve a \$500.00 donation. Supported by Bonnie Johnson and MOTION CARRIED.

Submitted a request from Stennis George for a donation from the Crisis Fund to help a second member at SCF. Motion by Al West to approve a \$500.00 donation. Supported by Bonnie Lewis and MOTION CARRIED.

Discussed Macomb manning tables.

Mel Grieshaber reported on the following topics:

Reported on various current legislation including status of DCH and MDOC budgets and retirement bills.

Reviewed MCO's activities in response to the raid being waged against MCO by FOP and POAM.

Informed board of upcoming IACO and CCJC meetings.

Bonnie Johnson requested that MCO pay for the room rental at Marino's for a regional membership meeting. Motion by Tom to pay the \$200.00 rental. Supported by Bill Henderson and MOTION CARRIED.

The chair submitted a request from Bruce Waldron for copies of the collective bargaining agreements with the labor representatives and the support staff. Motion by Bonnie Johnson to approve the request after the agreement with the support staff has been signed. Supported by Al West and MOTION CARRIED. John Ost and Rich Wickstrom voted no.

Mark Nelson asked that retired member Denny Craycraft be permitted to attend the May 6th Central Committee meeting as a guest. Motion by Bill Henderson to approve the request. Supported by Mel Grieshaber and MOTION CARRIED.

State Executive Board Minutes

April 20 and 21, 2004

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As there was no further business, motion was made by John Ost to adjourn. Supported by Bonnie Lewis and MOTION CARRIED. The meeting stood adjourned at 6:45 p.m.

Respectfully Submitted,

Bonnie Johnson  
Recording Secretary

BJ:cs/opeiu459afl-cio



MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
May 18 and 19, 2004

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President Tom Tylutki called the meeting of the State Executive Board to order at 10:08 a.m. on Tuesday, May 18, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki Bill Henderson, Jim Johnson, John Ost, Scott Fischer, Mike Taylor, Andy Potter, Ray Sholtz, Adam Douglas, Mel Grieshaber and Fred Parks.

The minutes of the April 20, 2004, Executive Board meeting were presented for review. Motion by Bill Henderson to accept the minutes as printed. Supported by John Ost and MOTION CARRIED.

The financial report was presented for review. Motion by John Ost to accept the report as given. Supported by Jim Johnson and MOTION CARRIED.

Fred Parks reported on the following topics:

Reported on discussions with OSE on staffing issues related to prison closings. No layoffs will occur. Vacancies at other facilities should cover the members who will lose positions at HVM and WCF. Most affected members should be able to remain close to home.

Reported on the state's classification system. Some states have no classification system, and Michigan actually has one of the better systems in the country. Discussion took place on the new classification system by the board members.

Reported on the possible elimination of gun towers. Deputy Director Straub has asked the wardens to review their gun tower positions. The staff at the affected facilities is convinced that the wardens would suggest closing the towers. Concern over the number of positions suggested for closing by DOC was discussed amongst the board members. The board asked that Fred Parks write a letter to the director opposing gun tower staffing cuts and closings.

Reported on transportation and stated that talk of staggering shifts for transportation is just that; talk. There is nothing solid on what DOC intends to do.

Reported on rules covering members deployed in the military. When members come back they have a right to the same job assignment. We have concerns over lost time and similar related issues to military leave. Parks is working on getting an agreement with DOC to settle these matters.

Advised that banked leave time is not taxed. However, if you use BLT, you will be taxed. Parks will write an article for the MCO Report on BLT. Some members are reporting that they are not receiving shift differential with BLT and Parks is checking on this concern.

Requested authorization to send Cynthia Beal to a June 9th health care seminar. Motion by John Ost to approve the request. Supported by Mike Taylor and MOTION CARRIED.

Submitted a request from the Thin Blue Line of Michigan for a \$1,000 donation. Motion by Adam Douglas to donate \$1,000. Supported by Bill Henderson and MOTION CARRIED.

Reported that DOC statistics show the average prisoner does 40 months of time. DOC wants to reduce that to 39 months, which it claims would save 4,000 beds. Possible readjustment of sentencing guidelines by the legislature could also reduce overcrowding. Drug courts are another factor being seriously considered to reduce prison population.

Submitted notice of the next annual SEIU Summer School for Women Workers. Motion by Scott Fischer to authorize two female chapter presidents to attend. Supported by Andy Potter and MOTION CARRIED.

Reported that it appears FOP has about 1,800 show of interest cards, well short of the 30% needed to petition for an election.

Discussed FSAs being taken by DOC. Grandfathering effective by closing date maybe in CO jobs.

Reported that, starting June 1st, John Bowers will be assigned to the Forensic Center and Ron Parkinson to Macomb.

Tom Tylutki reported on the following topics:

Discussed appointments to committees and distributed a list of potential candidates.

Submitted charges filed by Adam Douglas against Eric Dixon, RRF Chief Steward. After review and discussion, motion was made by Bill Henderson to refer the charges to trial. Supported by John Ost and MOTION CARRIED.

Submitted charges filed by Scott Fischer against Bruce Ritchie, MRF Recording Secretary. After review and discussion, motion was made by John Ost to refer the charges to trial. Supported by Ray Sholtz and MOTION CARRIED.

Scott Fischer moved that the Union continue to move expeditiously on all charges brought against members involved in dual unionism. Supported by Mike Taylor and MOTION CARRIED.

Reported that a SEIU pre-convention meeting will be held in Novi on June 2nd. He, Fred Parks and Bill Henderson will attend.

Advised that the new board members have been added to the call list for the emergency contact service. Discussed procedure to follow when receiving an emergency call.

Distributed copies of the Union's internal procedure for processing and reviewing grievances. Discussion took place on improving aspects of the contractual grievance procedure at bargaining.

Advised that a previous commitment has been made to hold the next Central Committee meeting in the eastern U.P.

Reported that the administrative leave bank is low, and to get through the balance of the year, particularly when additional hours will be needed for Central, we will need to be more conservative in its use.

Reported that he visited Western Wayne, and the members are most concerned on where they will be going and when the facility will close. He also toured Macomb with Scott Fischer and met with the warden. He, Mel Grieshaber and Bill Henderson will be working to help resolve issues with this administration.

Advised that the governor indicates she may soon appoint someone to fill a vacant position on the Corrections Officer Training Council. Tom suggested that Andy Potter be recommended for the vacancy. The board approved his recommendation.

Bill Henderson moved that the board go into executive session to discuss matters related to the Union's staff. Supported by Ray Sholtz and MOTION CARRIED. The board returned to regular business by motion duly made and carried at 3:50 p.m.

Advised that Bill Henderson will serve on the board of the International Association of Correctional Officers. Mel Grieshaber reviewed IACO's function and history.

Submitted a request from Rick VanAlstine for a contribution from the Crisis Fund to help a member at AMF. Motion by John Ost to donate \$500. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Val Corl and Mike Marion to reinstate COPS day at the Ionia Free Fair. Marion advises that he has retirees lined up to work the booth. The cost to fund COPS day will be \$3,000. Motion by Andy Potter to approve the request. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Jim Johnson for \$500.00 from the Crisis Fund to help a member at KCF. Motion by John Ost to approve the request. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Matt Pohl, LRF, for \$125.00 toward the cost of printing tee shirts for a golf fundraiser for the area Girl Scouts. Motion by Adam Douglas to deny the request. Supported by Mel Grieshaber and MOTION CARRIED. Bill Henderson voted no. [Note: The motion was reconsidered on May 19th. See page 6.]

Submitted request from Val Corl, IBC, for a donation from the Crisis Fund and/or a bible for a Sergeant at the facility. Motion by John Ost to deny the request. Supported by Jim Johnson and MOTION CARRIED.

Submitted a request from Lisa Gomez, SRF, for a \$200.00 sponsorship of little league baseball team. Motion by Bill Henderson to approve the request. Supported by Jim Johnson and MOTION CARRIED. Mel Grieshaber voted no.

Submitted a request from Mitch Holms for a donation from the Crisis Fund to help a member at STF. Motion by John Ost to donate \$250.00. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Jim Main, SLF, for a \$100.00 contribution to an Alma area Special Olympics team. Motion by Ray Sholtz to approve the request. Supported by Mike Taylor and MOTION CARRIED. John Ost voted no.

Submitted a request from Tim Ryder for a contribution from the Crisis Fund to help a member at SAI. Motion by Mike Taylor to contribute \$1,000 for a motorized wheelchair. Supported by John Ost and MOTION CARRIED. Scott Fischer abstained from voting.

Reported on a telephone poll of the board on a request from Bob Sikkenga for a contribution from the Crisis Fund to help a member at MTF. The board approved a \$500.00 donation.

Submitted a request from Ted Haggerty to purchase an advertisement in the Soo Men's Slo Pitch softball program. Motion by Mike Taylor to purchase a \$150 ad. Supported by Jim Johnson and MOTION CARRIED. Adam Douglas voted no.

Reported on a telephone poll of the board on a request from Lynette Walcher for a donation from the Crisis Fund to help a member at ARF. The board approved a \$250.00 donation.

Submitted a request from Brian Snyder for a donation from the Crisis Fund to help a member at STF. Motion by John Ost to donate \$500.00. Supported by Bill Henderson and MOTION CARRIED.

Reported on a telephone poll of the board on a request from Ron Niemi, OCF, for a \$150.00 donation to Relay for Life. The board approved the request; Mel Grieshaber voted no.

Submitted a request from Mark Nelson for a donation from the Crisis Fund to help a member at Camp Koehler. Motion by Adam Douglas to donate \$500.00. Supported by Mike Taylor and MOTION CARRIED.

Submitted a request from Kris Luoma for a donation from the Crisis Fund to help a member at AMF. Motion by John Ost to donate \$500.00. Supported by Bill Henderson and MOTION CARRIED.

Submitted a card of thanks from Lynn Abel for a Crisis Fund donation.

Submitted notice of the SEIU Local 517M annual golf fundraiser. Motion by Bill Henderson to sponsor a team at \$260.00. Supported by Adam Douglas and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Discussed SEIU convention agenda.

Distributed copies of a draft letter to be sent to the members from the newly elected Executive Board, and requested the board's approval. The board approved the letter.

Motion by John Ost to adjourn for the day. Supported by Jim Johnson and MOTION CARRIED.

The meeting of the State Executive Board reconvened and was called to order by President Tom Tylutki at 9.55 a.m. on Wednesday, May 19, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki Bill Henderson, Jim Johnson, John Ost, Scott Fischer, Mike Taylor, Andy Potter, Ray Sholtz, Mel Grieshaber, Fred Parks, Dave VanKoeveering, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Tangee Laza, and Ron Parkinson. Adam Douglas was excused.

The board reviewed grievances and took the following action:

11-017-03	Susan Shattuck	Uphold Committee Decision
11-019-03	Lori Mroczek	Arbitrate
11-004-04	Steve Stiffler	Appeal to Pre-Arb
16-018-04	Rachele West	Uphold Committee Decision
19-015-03	Milton Montgomery	Uphold Committee Decision
20-006-04	Eddie Clothier	Uphold Committee Decision
24-003-04	Ronald Buchanan	Uphold Committee Decision
24-004-04	Ida Dumas	Uphold Committee Decision
25-047-03	Dionne Bunch	Uphold Committee Decision
27-002-04	Charmaine Wilson	Uphold Committee Decision
31-020-03	Jim May	Withdraw
34-008-04	Clyde Linker	Appeal to Pre-Arb
37-041-03	Falicia Peterson	Appeal to Pre-Arb
38-004-04	Felix Fulicea	Uphold Committee Decision
38-006-04	Al West	Appeal to Pre-Arb
47-005-03	Tom Lickman	Hold
47-006-03	Derrick Thelen	Hold
47-048-03	Brenda Holland	Withdraw
47-049-03	Derrick Thelen	Withdraw
47-050-03	Tom Lickman	Withdraw
47-051-03	Scott Luna	Withdraw
48-005-04	David Kalnins	Uphold Committee Decision
48-006-04	Jennett Babcock	Appeal to Step 3
48-008-04	Robert Foote	Uphold Committee Decision
53-042-03	Brandon Gilliam	Accept Offer
CFO-0006-03	Craig Kwiatkowski	Accept Pre-Arb Answer
CFO-0018-03	Craig Kwiatkowski	Accept Pre-Arb Answer
CFO-1086-03	Patricia Holcomb	Arbitrate

Staff was excused when the grievance appeals were completed.

Mel Grieshaber reported on the following topics:

Discussed possible bylaw review by the board and membership leaders.

Reported on a membership survey, the results and how to implement the ideas.

Discussed issues, such as Hepatitis C and gun towers, that we are taking to the media.

Reviewed legislation on budget and retirement.

Reported on the SEIU Locals on Line program. Motion by John Ost that MCO join the Locals on Line program. Supported by Ray Sholtz and MOTION CARRIED.

Motion was made to reconsider an earlier motion on a contribution for team shirts for a Girl Scouts golf fundraiser. Supported and MOTION CARRIED. Motion was made to contribute \$125.00 to put a MCO logo on the shirts of a LRF team participating in a Girl Scouts golf fundraiser. Supported and MOTION CARRIED. Mel Grieshaber and Mike Taylor voted no.

Bill Henderson reported on the following topics:

Requested authorization to renew the service agreement with Hewlett Packard for office computers no longer under warranty. Motion by Mike Taylor to renew the agreement. Supported by Andy Potter and MOTION CARRIED.

Requested authorization to purchase a new computer monitor for Cindy Kogut. Motion by Bill Henderson to purchase a new monitor. Supported by Ray Sholtz and MOTION CARRIED.

Recommended that, in addition to their children, the spouses of members be eligible to apply for MCO scholarships. Motion by John Ost to adopt the recommendation. Supported by Ray Sholtz and MOTION CARRIED.

Reported that he visited several facilities this month, covering all shifts. Reviewed various concerns expressed by the members, such as knock and announce at female prisons and the desire of CTOs to form a committee to discuss issues with MCO Central.

Reported on the Member Awards Program. He is working on getting a discount for MCO members at Six Flags, summer concert tickets (free to MCO members), and Cedar Point discounts. He is also working with GM and Ford dealers for a supplies price for MCO members. Motion by John Ost to continue the Member Awards Program. Supported by Ray Sholtz and MOTION CARRIED.

Jim Johnson discussed concerns about the Fall Central Committee meeting. Bill Henderson will look into the costs.

Mike Taylor discussed an incident at Munising that was recorded digitally and asked that MCO acquire the software needed to view these recordings.

Andy Potter reported on the upcoming Ionia regional membership meeting. The Carson City chapters will also be invited to the meeting.

Scott Fischer discussed drop in units and stated it is rumored that the county may be renting bed space in these units.

Tom Tylutki asked for advice on committee appointments of board members. Bill Henderson and Randy Eicher will be appointed to the Advisory Committee for BLT.

As there was no further business, motion was made to adjourn. Supported by and MOTION CARRIED. The meeting stood adjourned at 4:28 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
Wednesday, June 16, 2004

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President Tom Tylutki called the meeting of the State Executive Board to order at 9:45 a.m. on Wednesday, June 16, 2004, at the MCO office in Lansing.

Roll call was taken and the following board members were present: Mel Grieshaber, Tom Tylutki, Jim Johnson, Andy Potter, Adam Douglas, John Ost, Scott Fischer, Ray Sholtz, and Bill Henderson. Staff present were: Dave VanKoevering, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Ron Parkinson and Cherelyn Dunlap.

The board reviewed grievances and took the following action:

06-001-03	Gary Niemi	Withdraw
06-002-03	Royce Jordan	Withdraw
11-019-03	Lori Mroczek	Withdraw, take to H&S Committee
11-023-03	Stanley Mroczek	Arbitrate
11-010-04	Michael Wohlscheid	Appeal to Pre-Arb
15-006-04	Kristine Golos	Accept Settlement
18-004-04	Marlene Cekander	Uphold Committee Decision
18-007-04	Rhonda Mosby	Uphold Committee Decision
21-007-04	Valeria White	Accept Pre-Arb Answer
26-006-04	Richard McCarty	Uphold Committee Decision
34-007-04	Clyde Linker	Uphold Committee Decision
34-009-04	Clyde Linker	Uphold Committee Decision
35-014-03	Teresa Aleo	Uphold Committee Decision
35-073-03	Gary Deatrick	Uphold Committee Decision
35-001-04	Frank Sulskis	Uphold Committee Decision
37-042-04	Charlene McFaul	Arbitrate
38-002-04	Kimberly Wise	Arbitrate
38-006-04	Al West	Accept Pre-Arb Answer
41-061-03	Thomas Bonczar	Uphold Committee Decision
43-010-03	Gary Lamarsh	Uphold Settlement
43-023-04	Terry Johnson	Uphold Committee Decision
46-021-03	Larry Sharp	Arbitrate
47-005-04	Tom Lickman	Uphold Committee Decision
47-006-04	Derrick Thelen	Arbitrate

Staff was excused when the grievance review was completed.

Fred Parks joined the meeting and reported on the following topics:

Discussed Huron Valley bumping issues, how many staff to be kept, and timetable for closings. It appears at this time that there will be no layoffs.

Discussed high security retention pay (max pay) issues. MCO stopped the state from taking it away at several facilities for now.

Advised that budget levels for next fiscal year are still a threat to gun towers.

Advised that several staffing issues were corrected when Tom Tylutki visited Oaks.

Reported that efforts by the insource committee created by Governor Granholm to return jobs to the state is being opposed by republican legislators. It seems the republicans want state jobs to remain out of state rather than bringing them back to Michigan.

A tour and chapter meeting attend by Jim Johnson resulted in many good ideas from our members at Oaks. The Oaks membership is concerned with the conversion from level 5 to 4. They feel that there will be an increase in staff assaults. Jim Johnson concurred with this feeling. Also, the tower closing issues at Oaks were of great concern. Many members at the Oaks meeting felt MCO should utilize the web site for grievances, sharing of chapter news and current MCO events. Many questions were asked about upcoming bargaining and the main concern was health care costs. Questions were asked about banked leave time and staffing issues as well.

Jim Johnson also toured Hiawatha, Chippewa and Kinross with board members Mike Taylor and Andy Potter. The Kinross complex members key issue pertained to bargaining and health care costs. Also, there is a prevailing concern over staffing. Most officers are concerned about current staffing levels and possible cuts in the future. On the positive side, all members seemed happy to meet the union's board members face to face and listen to their concerns.

Discussion took place on the respirator medical questionnaire to BioCare.

The board reviewed a request for a different labor representative to replace Randy Eicher at Parnall.

The financial report was presented for review. Motion by John Ost to accept the report as given. Supported by Jim Johnson and MOTION CARRIED.

The minutes of the May 18 & 19, 2004, Executive Board meeting were presented for review. Motion was made to accept the minutes as corrected. Supported and MOTION CARRIED.

The board reviewed a request from Randy Eicher to purchase a labor publications package summarizing various arbitration awards at a cost of \$275.00. Motion by John Ost to approve the request. Supported by Mel Grieshaber and MOTION CARRIED.

The Chair presented the following requests for assistance from the Crisis Fund:

Request from Brent Kowitz for a donation from the Crisis Fund to help a member at JMF. Motion by John Ost to approve a \$500.00 donation. Supported by Bill Henderson and MOTION CARRIED.

Request from Mike Taylor for a donation from the Crisis Fund to help the family of a MBP member who was killed in an accident at the facility's parking lot. Motion by John Ost to approve a \$1,000 donation. Supported by Adam Douglas and MOTION CARRIED.



Tom Tylutki reported on the following topics:

Reported on a telephone poll of the board on a request from Dave Beehler for financial assistance for a Level VII regional family picnic and softball tournament. The board approved a \$500.00 donation.

Submitted a request from Michael Clapp for \$200.00, hats and t-shirts to sponsor a trap shooting team. Motion by John Ost to deny the request. Supported by Scott Fischer and MOTION CARRIED.

Advised the board that two trial board hearing had been conducted on charges filed against two union officials. They were removed from office and prohibited from seeking office for 5 years.

Reported on his visit to Oaks with board member Andy Potter. The visit resulted in the addition of staffing positions for the facility.

Discussed CTO manning sheets and advised he is working the deputy director on this issue.

Discussed the union's internal appeal procedure and specifically the letter sent to members when the grievance committee has voted to withdraw a grievance. Many good ideas were offered by the board. Bill Henderson, Scott Fischer and Randy Eicher were appointed to a committee to address the issue and consult with counsel.

Motion was made and supported to enter executive session to discuss personnel matters.

As the close of executive session, Mel Grieshaber reported on the following topics:

Reviewed current legislation including MDOC and DCH budget and retirement bills, and college education waiver for FSA's who go to DOC because of facility closings or reorganization.

Reviewed status of FOP raid against MCO.

Informed board of efforts to stop DOC from considering reduced staffing of gun towers including letter writing campaigns, protests to DOC, testimony before legislature, and preliminary preparation of newspaper ads. Motion to approve cost of placing ads relating to gun towers in various newspapers.

Suggested hiring an intern to do certain clerical projects part-time until approximately November. Bill Henderson moved to hire an intern. Supported by Jim Johnson and MOTION CARRIED.

Advised board that SEIU locals in Michigan are installing a computer program called "LaborKey" that facilitates tracking members, issues and information at a cost of approximately \$2,400 a year. Motion by Adam Douglas to subscribe to the LaborKey program. Supported by Jim Johnson and MOTION CARRIED.

Bill Henderson reported on the following topics:

Advised that MCO could secure a package with Auburn Hills at a cost of \$750.00 to provide members with concert tickets free of charge. Motion by John Ost to approve the \$750.00 concert package. Supported by Jim Johnson and MOTION CARRIED.

Advised that the main line to the building's sprinkler system has been damaged, possibly by a City of Lansing construction project. The cost to repair the sprinkler system is \$1,000.00. Action on the repair was tabled pending further review on responsibility for the damage.

Discussed visits to various facilities made during the months of May and June. The Jackson tour showed mixed support for FOP. Many members were glad to see a new board and President have been elected and were pleased that board members were touring their facility.

Advised that he has secured a discount for members for Chrysler products at invoice or below.

John Ost reported on tours of Mound, Scott and Jackson. Jackson issues involved bumping rights. The Scott tour went well and board members will be attending their labor management meeting on June 17th. Members at Mound reported radio problems. Second shift had a positive response to the tour. Ost suggested that chapter officials be trained in FMLA, possibly at MSU Labor Program facilities.

Scott Fischer reported on the Macomb tour. Members, again, were happy to meet board members on the job site. Discussed Macomb hazing incident and the assault on a member by a prisoner with a cane.

Andy Potter reported on tours of the Kinross complex and many tours of facilities downstate.

Discussion took place on phone bills.

Adam Douglas discussed training for chapter presidents. He also advised that many members asked for investment advice. These topics were referred to the Education Committee.

Ray Sholtz reported on the Mid-Michigan tour. BLT problems with agreement, staff closure issues.

As there was no further business, motion was made by Scott Fischer to adjourn. Supported by John Ost and MOTION CARRIED. The meeting stood adjourned at 8:28 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
July 22 and 23, 2004

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The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:40 a.m. on Thursday, July 22, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Mel Grieshaber, Bill Henderson, Jim Johnson, Andy Potter, Adam Douglas, John Ost, Scott Fischer, Mike Taylor and Ray Sholtz.

Mel Grieshaber introduced John VanDeventer, a student at MSU who will be working part time in our office as an intern.

The board reviewed the following Crisis Fund requests:

In a telephone poll between meetings, the board approved a request from Andy Potter for \$500.00 from the Crisis Fund to help a member at MTU.

In a telephone poll between meetings, the board approved a request from Bill Henderson for \$750.00 from the Crisis Fund to help a member at SMN.

In a telephone poll between meetings, the board approved a request for \$500.00 from the Crisis Fund to help a member at ACF.

Andy Potter requested a donation from the Crisis Fund to help a member at MTU. Motion by John Ost to donate \$500.00. Supported by Bill Henderson and MOTION CARRIED.

Bill Henderson requested \$250.00 from the Crisis Fund to help a member at SRF. Motion by John Ost to approve the request. Supported by Adam Douglas and MOTION CARRIED.

Valerie Corl requested a donation from the Crisis Fund to help a member at IBC. Motion by John Ost to deny the request. Supported by Jim Johnson and MOTION CARRIED. Bill Henderson voted no.

The board reviewed request for donations and took the following action:

In a telephone poll between meetings, the board approved a request from Stennis George for \$3,800 for a children's day picnic.

In a telephone poll between meetings, the board approved a request from Al West for \$700.00 for a family picnic at RRF on August 1, 2004.

Sacha Crowley requested authorization to attend training for graphics, design and web professionals in Grand Rapids on September 23, 2004. The cost is \$199.00. Motion was made to approve the request. Supported and MOTION CARRIED.

Larry Henley requested a \$500.00 donation to the Pictured Rocks Run for Shelter, a fundraiser for victims of domestic violence established in the memory of two LMF officers. Motion by Jim Johnson to approve the request. Supported by Bill Henderson and MOTION CARRIED.

Bill Henderson requested \$1,000 for a family picnic at SRF. Motion by John Ost to approve the request. Supported by Mike Taylor and MOTION CARRIED.

In a telephone poll between meetings, the board approved a request from Randy Burrow for \$560.00 for a booth at the Lenawee County Fair and denied a request for a computer for the chapter's office. Mr. Burrow's request for 40 hours administrative leave to run the fair booth was also denied because Article 7 of the contract prohibits such use.

Lois Arnold, Special Olympics, requested a donation for the organization's ongoing year-round activities. Motion by Jim Johnson to deny the request. Supported by John Ost and MOTION CARRIED.

The financial report was presented for review. Motion by John Ost to accept the report as given. Supported by Jim Johnson and MOTION CARRIED.

Bill Henderson requested authorization to purchase a new computer monitor for Cindy Kogut. Mike Taylor moved to authorize up to \$600.00 for the purchase. Supported by Mel Grieshaber and MOTION CARRIED.

Fred Parks reported on the following topics:

Discussed Governor Granholm's decision to send parolees back to prison for gun violations and the closing of the Kalamazoo Corrections Center.

Incident at MTU and KCF transportation was discussed. With ICF going to level 5, many issues have yet to be resolved.

Reported that an August 11th meeting has been scheduled to discuss CTO issues.

Bargaining will begin on August 17th and 18th. Hopes are high that the Michigan economy will begin to improve soon, which could affect bargaining in a positive way. Discussed the coalition formed with other state employee unions to deal with bargaining issues common to all. Reviewed the formulary for prescription drugs.

Reported that civil service discussed the mileage reimbursement issue. If state employees are traveling on state business in their personal car and have an accident under the no fault provisions of their insurance, they may qualify for \$500.00 from the state.

Reported that the premiums for health insurance only rose 6% this year. Last year, they went up 20%.

Reported that President Bush tried to cut veterans benefits for those who leave military service. Some MCO members would have been affected by the cuts. Bush also promised a pay raise for the military, which has yet to materialize.

Military leave from the state was discussed. Two MCO members were injured while on military leave and now face surgery after they've returned to work. The last time issue is being dealt with by Parks.

Requested that two staff members (Ron Parkinson and Cherelyn Dunlap) be authorized to attend a two-day seminar offered by the American Arbitration Association. The fee is \$550.00 per person. Motion was made and supported to authorize their attendance.  
MOTION CARRIED.

Reported that the College of Urban and Labor Affairs at Wayne State University is hosting a conference at which President Clinton will speak. Motion was made by Adam Douglas to purchase 4 tickets at a cost of \$4,500.00. Supported by Scott Fischer and MOTION CARRIED. John Ost and Ray Sholtz voted no.

Advised that the pre-paid legal insurance plan available to members under the contract has a new identity theft protection plan. The company offering the insurance donates to the Crisis Fund for every member who enrolls. The board discussed different ways to provide members with information on the pre-paid legal plan, such as the KYI and website.

Reported that Radio Free Michigan is offering low rates for 30-second advertisements. Motion by Adam Douglas to explore purchasing a \$500.00 advertisement slot. Supported by Jim Johnson and MOTION CARRIED. John Ost and Ray Sholtz voted no.

Bill Henderson moved to reconsider the previous motion. Supported by Mike Taylor and MOTION CARRIED.

Motion was made by Adam Douglas that MCO place (rather than explore placing) a \$500.00 ad on Radio Free Michigan to address staff safety and gun towers. Supported by Jim Johnson and MOTION CARRIED.

Reported that the lawsuit on gender-based assignments is still waiting a decision by the court of appeals and that eight ULPs are in the system.

Discussed his retirement and his knowledge of the history of MCO contracts.

Jim Johnson reported on the following topics:

As chairman of the Education Committee, he has decided to wait until bargaining is complete before making revisions to the steward manual in the hope that we will have different language on certain articles.

A tour of Carson City with President Tom Tylutki was taken in July. Johnson and Tylutki were briefed by chapter officials on two incidents at Carson City. The members there have many of the same concerns as other members in the state.

Reported on a critique that he, Tom Tylutki and Mel Grieshaber attended at the KCF transportation center on a transportation run that could have resulted in death and escape. With the excellent work of the CTOs, the incident was contained. Many questions were raised as to how a similar incident could be avoided in the future.

The minutes of the June 16, 2004, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Ray Sholtz and MOTION CARRIED.

Motion was made by Scott Fischer that MCO communicate with DOC requesting reconsideration of grievances 06-001-03 and 06-002-03. Supported by Andy Potter and MOTION CARRIED. Appeal 06-001-03 and 06-002-03 to arbitration.

Tom Tylutki reported on the following topics:

Informational pickets to protest the closing of gun towers are set for Baraga, Munising and Marquette on August 4th, Ionia on August 9th and Jackson on August 31st. Picketing will take place from 11-4. Also noted that a reporter from Channel 9 interviewed him about the Union's issue on gun towers. The possibility of seeking an injunction on gun post closings was discussed. MCO will seek advice from counsel. Discussed SEIU helping as well.

Staffing at Oaks is still a problem, and Straub is looking into staffing issues there.

Reported that he and Mike Taylor visited Ojibway and staffing is a problem there as well.

ICF also has staffing problems. Muskegon has issues with the dining room for officers and is having a problem with a captain.

Discussed his concern about staffing shortages and the increase in assaults on staff.

Reviewed the KCF transportation critique. Killips, Hill, Lovegrove, Rozelle, and Lacishi did an excellent job in stopping an escape attempt by level 6 prisoners on the transportation bus. Noted that we will be meeting with CTOs on August 11th.

Requested ideas from the board on issues to be addressed at bargaining. Discussed coalition bargaining with other state employee unions. Noted that the members want us to stand alone on our issues. The board agreed that MCO would bargain alone on MCO specific issues.

Discussed an incident at MTU where officers were assaulted, and one hospitalized. The officers should be commended for stopping this incident.

Discussed possible ways to educate the public on the lowering of prisoner classifications.

Motion was made, supported and carried to go into executive session to discuss a personnel matter. Normal business resumed at the close of executive session.

Mel Grieshaber reported on the following topics:

Legislation on state budget is still pending. This creates a distraction for the governor's office.

Correctional Officer Training Council could be addressing certain exemptions for DCH employees to convert to corrections officers.

Sacha and Mel have put together ads on gun towers.

Requested direction on expenditures for various routine advertisements. Motion was made by Scott Fischer to authorize individual media buys of up to \$500.00 per ad without board review. Supported by Jim Johnson and MOTION CARRIED.

Reported that he will be a delegate the national democratic convention. He will be using his own annual leave and no MCO funds will be expended for his attendance.

Discussed bargaining issues and dates, and scheduling matters were discussed for bargaining.

Reviewed PAC efforts and their importance. Discussion on members running for office.

Commented on the tours being conducted by the new board members and the positive response from members around the state.

Discussed SEIU structure and organizing efforts in Michigan. The number of SEIU members in Michigan is growing. There are currently eight SEIU local unions in Michigan that represent various employee groups including state employees and the Wayne County sheriffs. Advised that Tom Woodruff, SEIU Central Region Executive Vice President, will be meeting with the board on July 23rd.

As the business for the day was concluded, Jim Johnson moved to adjourn. Supported by Scott Fischer and MOTION CARRIED. The meeting stood adjourned at 8:30 p.m.

The meeting of the State Executive Board reconvened and was called to order by President Tom Tylutki at 9:46 a.m. on Friday, July 23, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Mel Grieshaber, Bill Henderson, Jim Johnson, Andy Potter, Adam Douglas, Scott Fischer, Mike Taylor and Ray Sholtz. John Ost was excused. Staff present were: Cherelyn Dunlap, Karen Mazzolini, Cynthia Beal, Dave VanKoevinger, John Bowers, Tangee Laza, and Ron Parkinson.

The board reviewed grievances and took the following action:

15-099-03	Freddie McCoy	Uphold Committee Decision
17-007-04	Rob Stewart	Hold
21-090-03	Sharon Douglas	Withdraw Grievance
21-091-03	Sharon Douglas	Withdraw Grievance
25-011-04	Alveno Kondyles	Uphold Committee Decision
27-004-04	Doug Thelen	Arbitrate
27-005-04	Doug Thelen	Arbitrate
29-001-04	William Belen	Appeal to Pre-Arb
29-002-04	William Belen	Appeal to Pre-Arb
29-003-04	William Belen	Accept 3rd Step Answer
34-008-04	Clyde Linker	Uphold Committee Decision
35-015-03	Andrew Hansen	Uphold Committee Decision
37-041-03	Falacia Peterson	Arbitrate

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37-018-04	Yulita Wallace	Uphold Committee Decision
37-023-04	Toni Douglas	Hold Until Next Board Meeting
37-025-04	Adam Douglas, et al	Hold Until Next Board Meeting
39-002-04	Jody Goodman	Accept Pre-Arb Answer
40-018-03	Rick VanAlstine	Arbitrate
45-015-04	Richard Willing	Accept Pre-Arb Settlement
53-018-04	Edward Reid	Uphold Committee Decision

Staff was excused at the conclusion of the grievance review.

Bill Henderson reported on the following topics:

Submitted a request from a chapter for Internet service. Motion was made to deny the request. Supported and MOTION CARRIED.

Reported on tours of Coldwater, Jackson, Saginaw, Forensic, Ryan and Scott facilities.

Advised that the Union will be unable to secure release from its contract to hold the next central committee meeting in the Upper Peninsula. The contract with the hotel provides a substantial cancellation fee and enables the hotel to recover nearly all lost revenue as a result of cancellation.

The board recessed to meet with SEIU International Vice President Tom Woodruff and his staff.

Scott Fischer was excused at 12:00 noon and Andy Potter was excused at 2:20 p.m.

Mike Taylor reported on the following topics:

Reported on tours of the Kinross prisons he attended with Jim Johnson and Andy Potter.

He also attended a labor/management meeting at Newberry. Advised that Ojibway has many problems. The members across the Upper Peninsula are concerned about bargaining health care issues.

Inquired on the progress of obtaining payroll deductions for the Crisis Fund and was advised that a request has been submitted to the state for a deduction code. Mel Grieshaber was asked to follow up on this issue. Tom Tylutki advised that we do have postage paid envelopes that can be used for contributions.

Discussed cell phone expenses.

Adam Douglas discussed assigning facilities to the board members. Reported that he toured Riverside and Adrian. Gun towers are closed at RCF.

Bill Henderson reported on the following topics:

Discussed the statewide problem regarding respiratory protection evaluation forms. Fred Parks is working on this issue.



Also advised that a job at SMN previously filled by a contract employee has now been posted for MCO.

On the member rewards program, we now have 6 car dealers offering major discounts on new cars. Cedar Point discount tickets are available. Advance Auto is offering a 10% discount in Sault Ste. Marie. Bill and Jim Johnson are working on making this statewide. Sacha Crowley is doing an excellent job on the rewards program.

Discussed fundraisers for the Crisis Fund.

Reported that John Bowers, who is coordinating the Crisis Fund golf fundraiser, has requested \$700.00 for prizes. Motion by Mike Taylor to approve the request. Supported by Ray Sholtz and MOTION CARRIED.

Ray Sholtz reported on the tour of SRF. He also commented on Crisis Fund fundraisers.

Jim Johnson reported that the Union has received charges from a chapter president against his chief steward. John Ost was assigned to investigate the charges.

Johnson also advised that he is proceeding with Civil Rights on the BioCare questionnaire to investigate any avenue we have against MIOSHA.

As there was no further business, motion was made by Jim Johnson to adjourn. Supported by Tom Tylutki and MOTION CARRIED. The meeting stood adjourned at 4:08 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
August 25 & 26, 2004

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President Tom Tylutki called the meeting of the State Executive Board to order at 9:00 a.m. on Wednesday, August 25, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Jim Johnson, Bill Henderson, Scott Fischer, Mike Taylor, Adam Douglas, Andy Potter, Ray Sholtz, John Ost, Tom Tylutki and Mel Grieshaber. Staff present were: Lori Iding, Dave VanKoevering, Ron Parkinson, Karen Mazzolini, Tangee Laza, Cherelyn Dunlap, John Bowers and Randy Eicher.

The board reviewed grievances and took the following action:

11-007-04	Ken McGinn	Uphold Committee Decision
12-005-04	Joseph Irvine	Arbitrate
12-006-04	Dawn Barras	Uphold Committee Decision
12-007-04	Dawn Barras	Uphold Committee Decision
15-059-04	Freddie McCoy	Uphold Committee Decision
17-007-04	Robert Stewart	Uphold Committee Decision
21-029-04	Andre Chappell	Uphold Committee Decision
21-030-04	Andre Chappell	Uphold Committee Decision
26-009-04	Mark Izzard	Arbitrate
27-004-04	Doug Thelen	Withdraw
27-005-04	Doug Thelen	Withdraw
27-015-04	Ron Owens	Arbitrate
29-001-04	William Belen	Uphold Committee Decision
29-002-04	William Belen	Uphold Committee Decision
35-003-04	Denise Cole	Hold Pending Labor/Management
37-024-04	Karla Hedrick	Appeal to Pre-Arb
37-026-04	Toni Douglas	Appeal to Pre-Arb
37-029-04	Bernard Johnson	Uphold Committee Decision
37-041-03	Falicia Peterson	Uphold Committee Decision
45-015-04	Richard Willing	Hold
51-012-04	Rick McBride	Uphold Committee Decision

Staff was excused when grievance appeals were completed.

The minutes of the July 22 & 23, 2004, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Bill Henderson and MOTION CARRIED.

Fred Parks reported on the following topics:

Reviewed issues to be negotiated and various strategies for bargaining.

Reviewed the reorganization of HVC and contractual provisions regarding same. He stated that a bumping region is negotiated. Since the Forensic Center is only other facility with FSAs, this would mean that HVC FSAs would use their seniority rights to bump to the

Forensic Center. MDOC indicates that anyone bumped out of a job in DCH would be allowed to come to Corrections. He stated that those who take Corrections jobs should have recall rights to future FSA vacancies. Motion was made by John Ost that MCO negotiate with the Employer to allow FSAs to bump and/or fill vacancies in their classification. Supported by Mike Taylor and MOTION CARRIED.

Reported that he is receiving questions from members at WCF regarding their bumping and transfer rights. There are many rumors flying around regarding the closure of WCF. Motion by Scott Fischer to negotiate with the Employer to allow HVM and WCF to fill vacancies first. Supported by John Ost and MOTION CARRIED.

Reported on the activities of the governor's in sourcing committee.

Advised that the ACA Safety Committee will be discussing Hepatitis C and staffing, which we hope will be included in its certification process.

Tom Tylutki reported on the following topics:

Reported on MRSA, an ARO antibiotic resistant organism. We are attempting to gain contract language on this. A MIOSHA complaint and grievance have been filed.

Reported on closure and advised that the Mag farm in Marquette is closing.

Advised that the board will meet with the Special Olympics committee on September 23rd.

Advised that we can post the board minutes on our website for members to view, rather than mailing them to the chapters. Reports on critical incidents can also be reported on the website. Motion was made to approve the postings. Supported and MOTION CARRIED.

Reported on activities regarding the various pickets to protest gun tower closures.

The board went into executive session to discuss a personnel matter.

Advised that SEIU requires its local unions to devote 20% of their income to organizing and asked the board to consider various possibilities.

Discussed the length of time the union should keep old grievance files.

Suggested that the union should start the process for selecting a new Executive Director. Motion by John Ost to place a newspaper ad for candidates. Supported by Andy Potter and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Legislature budget issues are on hold as of today. Legislators will return September 8th. The recess is holding up the bill that includes educational waivers for FSAs coming to corrections.

Advised that House democrats have introduced a bill to give \$2000 yearly educational grant to Michigan soldiers that served in Iraq and Afghanistan.

Advised the board of the various functions of CCJC.

Advised that the union contracts with Denise Sloan as a consultant on issues such as fundraising and earned media campaigns on gun towers, Hepatitis C, etc.

Reported that Northern Michigan University will be conducting labor education seminars on October 9, 2004. Motion by Jim Johnson to send the U.P. chapter presidents. Supported by Mike Taylor and MOTION CARRIED.

Bill Henderson reported on the following topics:

Presented a request for \$100 for a golf outing to support youth sports. Action was tabled for more information.

Presented a request from a member for a Jackson area youth football league. Motion by Bill Henderson to donate \$250.00. Supported by Scott Fischer and MOTION CARRIED. Mel Grieshaber, Mike Taylor and Ray Sholtz voted no.

Presented a request from Newt Jerome for \$500.00 from the Crisis Fund to help a member at SMF. Motion by Bill Henderson to approve the request. Supported by Tom Tylutki and MOTION CARRIED.

Presented a request from Mike Taylor for \$500.00 for start-up funds for a Crisis Fund event. Motion by John Ost to approve the request. Supported by Andy Potter and MOTION CARRIED.

Presented a request from Larry Henley for \$250.00 from the Crisis Fund to help a member at LMF. Motion by John Ost to approve the request. Supported by Jim Johnson and MOTION CARRIED.

Reviewed the cost of billboard advertising on gun towers. The total investment would be \$21,245. Motion by Adam Douglas to authorize the expenditure. Supported by John Ost and MOTION CARRIED.

Requested authorization to replace an office computer at a cost of \$1,998.00. Motion by John Ost to approve the expenditure. Supported by Mike Taylor and MOTION CARRIED.

Presented a request from Steve Hammond for funds to purchase coffee mugs to be sold to raise money for the chapter. Motion was made by Jim Johnson to authorize \$300.00 to purchase the mugs from our supplier to ensure they are union made and that the money from the sale of the mugs go the Crisis Fund. Supported John Ost and MOTION CARRIED.

Presented a request from Ray Sholtz for MCO to sponsor a hole and team at a cost of \$300.00 for the Goward Memorial Golf Outing. Motion by Bill Henderson to approve the request. Supported by Adam Douglas and MOTION CARRIED.

Presented a request to advertise in the program brochure for the NMU labor seminar. Motion by Mike Taylor to place a full page ad at a cost of \$200.00. Supported by Jim Johnson and MOTION CARRIED.

Presented a request for a sponsorship the MCA golf outing. Action was tabled.

Presented a request from Kip Smith to place an ad for the Clayton Summerfest at a cost of \$35.00. Motion by John Ost to approve the request. Supported by Andy Potter and MOTION CARRIED.

Presented a request from Marilyn Tucker to donate items with the MCO logo for entrants in the September 9th Law Enforcement Torch Run. Motion by Jim Johnson to donate golf towels, kiddie prints and mouse pads. Supported John Ost and MOTION CARRIED.

Reported a savings of \$1,300 on insurance for our building.

Discussed BioCare issues and concerns. The state says it is required to comply MIOSHA requirements.

Reported on new discounts for members for hotels, snowmobiles, cars, etc.

Reported that he saved \$10,000 this year on the items mailed to members during the holiday season.

Reported that he has contacted Jan Miller three times on moving forward with the Efficiency Advisory Committee. No meeting dates have yet been established.

Mel Grieshaber advised the board that because of the time devoted to the decertification, SEIU excused us from many of the efforts in which the locals participate. He stated we need members to contribute to the PAC fund and he discussed various labor fests.

John Ost reported on the following topics:

Reported on his investigation of charges filed against a chief steward. Based in his investigation, he recommended that the charges not be sent to trial. Motion by Scott Fischer to accept Ost's report and recommendation. Supported by Mike Taylor and MOTION CARRIED.

Reported that the trustees had reviewed the books and found everything in order.

Reported on various issues derived from his tours of facilities. Advised that a request was made that the state allow members to access the MCO website on the computers at their work locations and discussed a transfer issue at MRF.

Reported that Uniform Committee meetings have been set for September 30th.

Jim Johnson reported on the following topics:

Reported that he filed a complaint against MDOC with the Chippewa County Health Department on July 28, 2004. The Kinross complex of prisons has had a major outbreak

of Methcillin resistant staph (MRSA). This bacteria is highly resistant to antibiotics. The lack of concern and direction from CMS and MDOC precipitated the complaint. The Chippewa County Health Board referred the complaint back to MDOC, so a complaint was filed with MIOSHA and a group grievance was filed. More meetings are scheduled with the RPA and wardens to follow CDC guidelines.

Reported that he filed a complaint with the Michigan Department of Civil Rights on the medical evaluation forms for respiratory use and was advised by MDCR that the questionnaire is a MIOSHA requirement, but if the employer is not handling the forms in a confidential manner that could constitute a violation. The burden of proof would fall on the union. He suggested that all chapters read Article 12, Section E., when members answer these questionnaires.

Andy Potter reported on the following topics:

Reported on tours of HVC, ITF, and RCF. Ran into transfer issues and closure questions at HVC. RCF is having problems on second shift.

Reported that a Health and Safety Committee meeting is scheduled for September 14th to discuss antibiotic resistant organisms.

Reported that workers compensation denied a claim for one of his members, stating it does not cover mental issues. The board agreed this is false. Workers compensation does cover mental health disabilities.

Adam Douglas discussed phone vouchers, stipend for board members and cell phones. Scott Fischer moved to provide board members \$30.00 per month to cover cell phone expenses. Supported by Mike Taylor and MOTION CARRIED. Mike Taylor moved to make the reimbursement retroactive to May 2004. Supported by Adam Douglas and MOTION FAILED.

The board went into executive session to discuss a personnel matter.

As the business for the day was concluded, Scott Fischer moved to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 7:18 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 3:38 p.m. on Thursday, August 26, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Jim Johnson, Bill Henderson, Scott Fischer, Mike Taylor, Adam Douglas, Andy Potter, Ray Sholtz, John Ost, Tom Tylutki and Mel Grieshaber.

Scott Fischer reported on the internal grievance process after meeting with the union's attorneys. The board discussed and reviewed the issues. Scott Fischer is refining the grievance disposition letter the union sends to the members.

Adam Douglas stated that he believed some of the issues at the womens prisons should be brought to the board and asked that a meeting be scheduled with these chapters.

Ray Sholtz reported on the informational pickets at Ionia and how they turned out. Members were concerned about the turnout.

As there was no further business, motion was made by Mike Taylor to adjourn. Supported by John Ost and MOTION CARRIED. The meeting stood adjourned at 2:50 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
September 23 and 24, 2004

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The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:40 a.m. on Thursday, September 23, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Bill Henderson, Jim Johnson, Mike Taylor, Andy Potter, Scott Fischer, Ray Sholtz, John Ost, Adam Douglas and Mel Grieshaber. Staff present were: Ron Parkinson, Dave VanKoeveering, Lori Iding, John Bowers, Tangee Laza, Cherelyn Dunlap, Karen Mazzolini, Randy Eicher and Cynthia Beal.

The board reviewed grievances and took the following action:

06-001-03	Gary Niemi	Arbitrate
06-002-03	Royce Jordan	Arbitrate
11-023-03	Stanley Mroczek	Accept Settlement
11-004-04	Steve Stiffler	No Action, Settlement Pending
11-010-04	Michael Wohlscheid	Uphold Committee Decision
17-014-04	Ann Lebrun	Arbitrate
20-015-04	Joel Salinas	Uphold Committee Decision
21-037-04	Melanie Coleman	Uphold Committee Decision
21-042-04	Ralph Johnson	Uphold Committee Decision
21-044-04	Marvin Sullivan	Uphold Committee Decision
25-009-04	Linda Delosh	Uphold Committee Decision
25-010-04	Linda Delosh	Appeal to Pre-Arb Step
27-014-04	Randall Baker	Uphold Committee Decision
27-015-04	Ronnie Owens	Withdraw
33-008-04	Kris Parkes	Arbitrate
37-023-04	Toni Douglas	Withdraw
37-024-04	Karla Hendrick	No Action, Settled
37-025-04	Adam Douglas	Table
37-026-04	Toni Douglas	No Action, Settled
37-027-04	Kareem Hailey	Arbitrate
37-033-04	Christopher Davis	Appeal to Step 3
45-002-04	Marcus Polychuk	Uphold Committee Decision
45-015-04	Richard Willing	Uphold Committee Decision
51-009-04	Daniel Allan	Uphold Committee Decision
61-021-03	James Bolden	Withdraw
CFO-003-03	Al Mann	Accept Settlement

Staff was excused at the close of grievance review.

The board meeting recessed at 2:00 p.m. to meet with staff and reconvened at 3:50 p.m.

Fred Parks reported on the following topics:

Advised the board on his discussions with DOC and OSE on HVC bumping issues.



Noted that the summer tax issues passed on 9/22/04. If not for the early collection of taxes, Corrections would have been hit for more cuts.

Discussed BLT issues, gun tower issues, and the lost budget money for tower staffing.

Reported that civil service would soon be selecting a new state personnel director and discussed candidates for that position.

Bill Henderson presented the financial report and budget guidelines for review. Building repairs were also discussed. Motion by John Ost to accept the report as given. Supported by Scott Fischer and MOTION CARRIED.

Bill Henderson presented the following Crisis Fund requests:

Reported on a telephone poll of the board members on a request for a donation from the Crisis Fund to help a member at SRF. The board approved a \$250.00 donation.

Reported on a telephone poll of the board members on a request from Stennis George for a donation from the Crisis Fund to help a member at SCF. The board approved a \$1,000.00 donation.

Reported on a telephone poll of the board members on a request from Stennis for a donation from the Crisis Fund to help a 2nd member at SCF. The board approved a \$250.00 donation.

Reported on a telephone poll of the board members on a request from Stennis for a donation from the Crisis Fund to help a 3rd member at SCF. The board approved a \$500.00 donation.

Submitted a request from Larry Henley for \$500.00 from the Crisis Fund to help a member at LMF. Motion by John Ost to approve the request. Supported by Scott Fischer and MOTION CARRIED.

Submitted a request from Jim Prince for a donation from the Crisis Fund to help a member at STF. Motion by John Ost to donate \$250.00. Supported by Ray Sholtz and MOTION CARRIED.

Requested \$500.00 from the Crisis Fund to help a member at ECF. Motion by John Ost to approve the request. Supported by Ray Sholtz and MOTION CARRIED.

Jim Johnson reported on a meeting that he and Andy Potter attended with RPA MacMeekin and Kinross area health care officials regarding AROs (antibiotic resistant organisms), specifically MRSA. Prison health care officials indicated that they test very few prisoners for MRSA, and if testing were more prevalent, MRSA would likely be present at all prisons. While two prisons, Chippewa and Straits, now have a protocol on AROs, the remaining prisons do not. Johnson also met with MIOSHA. That agency will be sending a letter to the warden of Kinross and Hiawatha advising him to comply with CDC regulations, but MIOSHA cannot issue a citation unless an employee comes down with MRSA. He

suggested that all chapters discuss AROs and MRSA at labor/management meetings. More information can be obtained from Johnson, Potter or Cynthia Beal.

As the business for the day was concluded, the meeting adjourned at 4:27 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 9:50 a.m. at the MCO office in Lansing on Friday, September 24, 2004.

Roll call was taken and the following board members were present: John Ost, Ray Sholtz, Mike Taylor, Jim Johnson, Adam Douglas, Andy Potter, Tom Tylutki, Mel Grieshaber and Scott Fischer.

Tom Tylutki reported on the following topics:

Advised the board of several thank-you cards from members who received Crisis Fund donations.

Discussed problems with light duty assignments at Mid-Michigan. Several members voiced concerns. Ray Sholtz will look into these concerns and report back to the board.

Reviewed the upcoming meeting on October 11th with chapter officials at SCF.

Advised that we received a petition from members at OCF indicating their desire to keep the annual leave agreement currently in place. He will respond their concerns.

Advised that he spoke with Officer Russell, who was recently stabbed by a prisoner at ECF. All of MCO wishes him a quick recovery.

Updated the board on gun tower closures. Advised that we are also seeking documents on past incidents where towers were instrumental in stopping a critical.

Advised that Corrections may discontinue max pay (retention pay) at three facilities with the reasoning that it is no longer necessary to pay a premium to retain employees in high security areas. MCO is continuing to fight this issue.

Discussed DOC classification issues and concerns.

Discussed staff issues with the board.

Discussed SEIU COPE and ways to raise COPE dollars.

John Ost was excused at 12:00 noon.

The minutes of the August 24 and 25, 2004, Executive Board meeting were presented for review. Motion was made to accept the minutes as printed. Supported and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Discussed bargaining issues.

Reported on a two-year strike by nurses in Petoskey against Northern Michigan Hospital. Their union is requesting donations to their strike fund, which is very low. Motion by Bill Henderson to contribute \$500.00 to the strike fund. Supported Ray Sholtz and MOTION CARRIED.

Reported on various legislation and the passage of a proposal to collect tax dollars early. Had this bill failed, the state would have been short 180 million dollars.

Reported that the recently passed state budget cut 12.8 million dollars for gun towers.

Submitted a request from the Michigan State Police Troopers Association to sponsor a hole in their golf outing to raise money for the State Troopers Assistance Fund. Motion by Scott Fischer to donate \$200.00 to sponsor a hole. Supported by Adam Douglas and MOTION CARRIED.

Reported that the U.P. Labor Conference, normally held in the fall of each year at Northern Michigan University, has been cancelled. It may be rescheduled in the spring of 2005.

Ray Sholtz reported on the following topics:

Thanked the Union for its donation to the Goward memorial golf outing, a fundraiser for the family of Officer Goward who was killed in Iraq. The event raised \$2,800.  
Reported that the Carson City picket went well and thanked the board members for attending and showing support.

Reported that he toured Pine River, Carson City and Boyer Road during the month of September.

Ray Sholtz was excused at 3:30 p.m.

Mike Taylor reported that he toured Jackson, Carson City, Munising, Camp Kitwin, Camp Manistique, Newberry and Baraga during the month of September, and discussed contract and bargaining issues with the members at these facilities. He also attended a membership meeting at Ojibway.

Adam Douglas reported that he toured Scott and Western Wayne. He stated the Scott chapter officials are looking forward to meeting with the board on October 11th.

Andy Potter reported that he toured Carson City, Muskegon, West Shoreline, and Brooks. There were many questions on the contract and bargaining.

Andy Potter also reported on the last Health and Safety Committee meeting, where the committee discussed MRSA and prisoner glasses with sharp metal in the frames.

Scott Fischer distributed for the board's review, copies of his proposals to revise the union's internal procedure for processing grievances.

Bill Henderson reported on the following topics:

Submitted a request from a member at MTU for a donation to his son's peewee hockey team. Motion by Andy Potter to contribute \$250.00. Supported by Scott Fischer and MOTION CARRIED. Mel Grieshaber voted no.

Submitted a request from Gary Kott to sponsor a hole for a golf outing to raise funds for local youth sports. Motion by Mike Taylor to donate \$100.00 to sponsor a hole. Supported by Bill Henderson and MOTION CARRIED.

Requested authorization to replace Sacha Crowley's computer monitor, and moved the same. Supported by Mike Taylor and MOTION CARRIED.

Reported on additional car dealer discounts and advised that the discounts can be found on MCO's website.

Discussed online training for chapter officials and advised that the critical incident report will be soon online, as well as other links to civil service, MIOSHA, etc.

As there was no further business, motion was made by Mike Taylor to adjourn. Supported by Bill Henderson and MOTION CARRIED. The meeting stood adjourned at 4:45 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
October 14 and 15, 2004

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President Tom Tylutki called the meeting of the State Executive Board to order at 10:00 a.m. on Thursday, October 14, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Jim Johnson, Bill Henderson, Mike Taylor, Scott Fischer, Adam Douglas, Andy Potter, Ray Sholtz, John Ost, Tom Tylutki and Mel Grieshaber. Staff present were: John Bowers, Cherelyn Dunlap, Dave VanKoevinger, Ron Parkinson, Randy Eicher, Cynthia Beal, Lori Iding and Tangee Laza.

The board reviewed grievances and took the following action:

15-053-04	Freddie McCoy	Uphold Committee Decision
18-018-04	James Melville	Hold
21-039-04	Sheryl Prosis	Uphold Committee Decision
29-010-04	Deborah Nemec	Uphold Committee Decision
29-011-04	Deborah Nemec	Uphold Committee Decision
37-032-04	Christopher Davis	Uphold Committee Decision
37-034-04	Christopher Davis	Uphold Committee Decision
40-006-04	Paul Perry	Uphold Committee Decision
48-003-04	Cheryl Brown	Uphold Committee Decision
48-004-04	Cheryl Brown	Uphold Committee Decision
48-006-04	Jenett Babcock	Withdraw
48-017-04	Irma Elmore	Uphold Committee Decision
51-010-04	David Phillips	Uphold Committee Decision
53-015-04	Robert Prater	Uphold Committee Decision
53-019-04	Robert Prater	Hold
62-006-04	Christina Dowd	Uphold Committee Decision
CFO-1086-03	Patricia Holcomb	Accept Settlement

Staff was excused when the grievance appeals were completed.

Fred Parks reported on the following topics:

Update on HVC and CFP bumping rights.

Discussed the state budget and possible additional cuts by DOC. Stated Medicare and Corrections are the targets of budget cuts for this year and next year.

Discussed the classification system and its faults.

Advised that Corrections departments across the country are having the same problems as ours.

Discussed ways of fighting for high security pay. The state is eliminating high security pay at several facilities.

The minutes of the September 23 & 24, 2004, Executive Board meeting were presented for review. Motion was made to accept the minutes as printed. Supported and MOTION CARRIED.

Bill Henderson presented the treasurer's report for review. Motion by Adam Douglas to accept the report as given. Supported by Mike Taylor and MOTION CARRIED.

Bill Henderson presented the following requests for donations:

A request from Mike Feighner, HTF, for a \$400.00 donation to the Chippewa County Big Brothers/Big Sisters. Motion by John Ost to table the request. Supported by Bill Henderson and MOTION CARRIED.

A request from the Capital Area Child and Family Services for a donation to the Red Stockings of Hope campaign. Motion by John Ost to deny the request. Supported by Mel Grieshaber and MOTION CARRIED.

A request from a member at SCF for a donation from the Crisis Fund. Motion by John Ost to deny the request. Supported by Scott Fischer and MOTION CARRIED.

A request from Robert Davis, SMF, for a \$250.00 donation to sponsor the Bay County Blizzard Pee Wee Hockey Team. Motion by John Ost to donate \$250.00. Supported by Adam Douglas and MOTION CARRIED. Mel Grieshaber voted no.

A request from members from several chapters for a \$200.00 donation to erect a sign promoting MCO on the outfield wall of the Hudson school district's boys baseball or girls softball field. Motion by John Ost to donate \$200.00. Supported by Bill Henderson and MOTION CARRIED.

A request from a former member who wants to return to work in a position outside the bargaining unit and needs financial assistance until he/she receives their first paycheck. Motion by John Ost to deny the request. Supported by Scott Fischer and MOTION CARRIED.

A request from Stennis George for a donation from the Crisis Fund to assist at member at SCF. Motion by Adam Douglas to deny the request. Supported by Mike Taylor and MOTION CARRIED.

A request from Terry Goetz, URF, for a donation to offset the high cost of ice time for a Mite Minor Hockey Team he coaches in Sault Ste. Marie. Motion by John Ost to donate \$250.00. Supported by Bill Henderson and MOTION CARRIED. Mel Grieshaber voted no.

A request for a donation to sponsor the Freeland Wrestling Club; our name will be printed on their shirts. Motion by Jim Johnson to donate \$250.00. Supported by John Ost and MOTION CARRIED. Mel Grieshaber voted no.

A request from Matt Pohl, LRF, for \$105.45 to purchase a date/time stamper for control center supervisors to use to stamp requests for vacation and incidental days off. Motion

by Scott Fischer to deny the request and recommend that the issue be taken to a labor/management meeting. Supported by John Ost and MOTION CARRIED.

A request from Pablo Olvera a \$200.00 donation to Shop with a Cop. Motion by Scott Fischer to donate \$200.00. Supported Adam Douglas and MOTION CARRIED.

A request from Ron Niemi and Kevin Taskila for a donation from the Crisis Fund for a member at OCF whose husband was recently killed in an ATV accident. Motion by John Ost to donate \$500.00. Supported by Scott Fischer and MOTION CARRIED.

Tom Tylutki reported on the following topics:

Discussed MCO's grievance procedure. Motion by John Ost to add redetermination language. Supported by Bill Henderson and MOTION CARRIED.

Updated the board on the union's efforts to fight gun tower closures.

Advised that he, Jim Johnson and Adam Douglas will be reviewing resumes submitted for the position of Executive Director.

Discussed touring UP facilities prior to the Central Committee meeting.

The meeting went into executive session to discuss personnel matters. Normal business resumed at 2:00 p.m.

Mel Grieshaber reported on the following topics:

Announced that Andy Potter has been appointed by the governor to the Michigan Correctional Officers Training Council, filling the position vacated by Denny Somers who retired. Mel also requested that the union present a plaque and resolution of thanks to Denny Somers for his years of service on behalf of MCO on the training council. The board agreed by consensus.

Reviewed bargaining issues.

Jim Johnson reported that he toured the Adrian facilities. There was obvious concern over staffing. The members also had many questions about bargaining.

John Ost reported that the board members reviewed the books and found everything in order. He also reported that he and Andy Potter toured the Baldwin and Grand Rapids centers. They were able to meet with the supervisor at Baldwin and fix some problems. Good response from the members. He also reported on the most recent uniform committee meeting and reviewed the issues addressed by the committee.

Andy Potter discussed the MTU assaults and some of the officers' injuries. Also advised that he did some radio ads on gun towers.

Mike Taylor explored holding a raffle (preferably a gun raffle) to raise money for COPE. He also will be meeting with the Crisis Fund committee at the central conference. Discussed raffling a Harley Davison or a car as a possible fundraiser for COPE.

Ray Sholtz reported that he toured the MR dorms, Bellamy Creek and Mid-Michigan.

As the business for the day was completed, motion was made by John Ost to adjourn.

Supported by Bill Henderson and MOTION CARRIED. The meeting stood adjourned at 4:00 p.m.

President Tom Tylutki called the meeting of the State Executive Board to order at 10:08 a.m. on Friday, October 15, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Jim Johnson, Bill Henderson, Mike Taylor, Scott Fischer, Adam Douglas, Andy Potter, Ray Sholtz, John Ost, Tom Tylutki and Mel Grieshaber.

Scott Fischer reported on the union's internal grievance process. The board discussed various recommendations for positive, more efficient changes to the process. Outstanding grievances were also discussed and a breakdown per facility was reviewed. The board believes that more personal contact between the labor representative and the grievant is needed. The board decided that the labor representative will attempt to contact the member by phone and this attempt will be documented. The board also decided that a more specific letter would be sent to the grievant when a grievance is withdrawn and will include a deadline date for appeal and the labor representative's telephone extension number.

The board went into executive session to discuss personnel matters and resumed normal business at 12:00 p.m.

Fred Parks submitted a request for a donation to the AFL-CIO Heart-Walk charity. Motion by Mike Taylor to donate \$500.00. Supported by Adam Douglas and MOTION CARRIED.

As there was no further business, motion was made by John Ost to adjourn. Supported by Bill Henderson and MOTION CARRIED. The meeting stood adjourned at 12:05 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

JJ:cs/opeiu459afl-cio



MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
November 3 & 4, 2004

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President Tom Tylutki called the meeting of the State Executive Board to order at 1:00 p.m. on Wednesday, November 3, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Mel Grieshaber, John Ost, Jim Johnson, Scott Fischer, Adam Douglas, Andy Potter, Ray Sholtz, Mike Taylor, Dave VanKoevering, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Tangee Laza, Ron Parkinson and Cherelyn Dunlap. Bill Henderson was excused.

The board reviewed grievances and took the following action:

25-017-04	Ruth Mosholder	Uphold Committee Decision
30-020-04	Ginger Bayne	Uphold Committee Decision
30-021-04	Ginger Bayne	Uphold Committee Decision
35-003-04	Denise Cole	Withdraw
37-033-04	Christopher Davis	Appeal to Pre-Arb
38-062-03	Al West, et al	Uphold Committee Decision
39-021-04	Chris Bourne	Appeal to Pre-Arb
42-047-04	Jeff Foldie	Uphold Committee Decision
53-026-04	Jamie Cox	Uphold Committee Decision
CHU-039-04	Melvin Martin	Arbitrate

As there was no further business, the meeting adjourned for the day.

President Tom Tylutki called the meeting of the State Executive Board to order at 10:20 a.m. on Thursday, November 4, 2004, at the MCO office in Lansing.

The chair asked for a moment of silence for Lana Stewart, who recently passed away. She was a valued union official at HVC.

Roll call was taken and the following were present: Tom Tylutki, Mel Grieshaber, John Ost, Jim Johnson, Scott Fischer, Adam Douglas, Andy Potter, Ray Sholtz, and Mike Taylor.

The minutes of the October 14&15, 2004, Executive Board meeting were presented for review. Motion by Scott Fischer to accept the minutes as printed. Supported by Andy Potter and MOTION CARRIED.

Fred Parks reported on the following topics:

Gun towers issues were discussed.

Northern regions have had talks of position cuts, and MDOC has indicated other issues that may affect MCO.

Scott facility is having problems with its vacation books. Adam Douglas will attend a meeting to discuss this issue.

Nurses at the Northern Michigan Hospital sent a letter thanking MCO for its donation to their strike fund.

The board went into executive session to discuss a personnel matter and resumed regular business at 11:45 p.m.

Tom Tylutki reported on the following topics:

Discussed revisions to the union's internal grievance policy.

Mel Grieshaber reported on the following topics:

Reviewed status of certain legislation, particularly HB 6085 that will exempt FSAs from education requirements to become corrections officers.

Distributed results of 2004 member survey.

Distributed a PAC report.

Reviewed proposed contract details and voting process.

Informed board he was recently re-elected as Vice President of the SEIU Michigan State Council.

Informed the board of upcoming CCJC meeting and possible SEIU political director meeting.

Scott Fischer discussed tours in the Upper Peninsula for the Kinross area, camp Cusino and other facilities.

Andy Potter discussed the facilities he visited prior to the Central Committee meeting.

Adam Douglas talked about the possibility of holding a departmental labor management meeting. He thanked the board for a job well done in bargaining and reported on the facilities he visited in the U.P.

Motion was made by Scott Fischer to reimburse Adam Douglas for roaming charges he incurred while in the U.P. Supported by Mike Taylor and MOTION CARRIED. John Ost, Ray Sholtz voted no.

Mike Taylor reported on a meeting of the Crisis Fund Committee. He had hopes that MCO could obtain a payroll check-off for donations. The Crisis Fund Committee discussed holding a raffle to raise funds. He discussed tickets quantities and prices. He also discussed holding a COPE raffle for a car and is checking on car prices.

Motion by John Ost to cover the printing costs for the Crisis Fund raffle. Supported by Jim Johnson and MOTION CARRIED. Motion by Mike Taylor for start up funds for the Crisis Fund raffle. Supported and MOTION CARRIED.

State Executive Board Minutes

November 3 & 4, 2004

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Ray Sholtz reported on his visit to camp Lehman and Marquette. The tours went well. Lehman has double bunking and staffing issues.

The board went into executive session at 1:24 p.m. to discuss personnel matters and resumed regular business at 1:30 p.m.

As there was no further business, motion was made by John Ost to adjourn. Supported by Adam Douglas and MOTION CARRIED. The meeting stood adjourned at 1:35 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
Tuesday, November 9, 2004

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President Tom Tylutki called the meeting of the State Executive Board to order at 3:15 p.m. on Tuesday, November 9, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Mike Taylor, Jim Johnson, Tom Tylutki, John Ost, Ray Sholtz, Andy Potter, Adam Douglas, Bill Henderson, Scott Fischer, and Mel Grieshaber

Bill Henderson reviewed Crisis Fund requests and other sports requests. He also discussed online steward training and critical incidents online.

Tom Tylutki discussed the following topics:

Reviewed issues regarding the HVM vacation book.

Discussed MCO's internal grievance policy. Bill Henderson made a motion to accept the new grievance policy as presented. Supported by John Ost and MOTION CARRIED.

Discussed contract negotiations with MCO staff.

Ron Parkinson reported on HVC and Forensic issues regarding training and transfers to Corrections. It was the consensus of the board to allow solicitation of volunteers for HVM with the understanding that this might be their permanent assignment.

Motion was made and carried to go into executive session to discuss personnel matters. Regular business resumed at 5:58 p.m.

As there was no further business, motion was made by John Ost to adjourn. Supported by Jim Johnson and MOTION CARRIED. The meeting stood adjourned at 5:58 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:  
State Executive Board Meeting  
SEIU Local 526M, AFL-CIO  
December 13, 14 & 15, 2004

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The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:00 a.m. on December 13, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Bill Henderson, Jim Johnson, Mel Grieshaber, John Ost, Andy Potter, Ray Sholtz, Scott Fischer, and Mike Taylor. Staff in attendance were: Tangee Laza, Cherelyn Dunlap, Karen Mazzolini, Ron Parkinson, Dave VanKoevering, John Bowers, Randy Eicher, Cynthia Beal and Fred Parks.

The minutes of the November 3 & 4, 2004, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Scott Fischer and MOTION CARRIED.

The board reviewed grievances and took the following action:

04-028-04	Philip Smalley	Accept Pre-Arb Answer
04-031-04	Robert Husband	Uphold Committee Decision
05-010-04	Terrance Collins	Uphold Committee Decision
15-069-04	Richard Fitzmaurice	Uphold Committee Decision
15-075-04	Freddie McCoy	Uphold Committee Decision
18-018-04	James Melville	Accept Pre-Arb Answer
21-090-03	Sharon Douglas	Accept Settlement
21-041-04	Angela Dalton	Hold
26-009-04	Mark Izzard	Withdraw
33-008-04	Kris Parkes	Withdraw
35-021-03	David Danbeste	Arbitrate
37-033-04	Christopher Davis	Accept Pre-Arb Answer
39-021-04	Chris Bourne	Arbitrate
42-044-04	Jeff Foldie	Arbitrate
45-031-04	Richard Willing	Uphold Committee Decision
CFO-081-03	Douglas Stosick	Arbitrate

Staff was excused at 12:00 noon as grievance appeals were completed.

The board participated in a telephone conference with counsel regarding the Court of Appeals reversal of the lawsuit on gender-based assignments. The issue involves male officers working in female prisons and is based on Title 7 of the Civil Rights Act and Michigan's Elliott-Larsen Civil Rights Act. Counsel explained our options. Motion was made by Bill Henderson to move the lawsuit forward and to file a petition for hearing or rehearing en banc under FRAP 35 by December 17, 2004. Supported by Jim Johnson and MOTION CARRIED.

Fred Parks reported on the following topics:

Advised that the state's budget is \$300 million in the hole and Corrections has been mentioned for cuts once again.

The Michigan Initiative is moving prisoners out of the system faster. This program is similar to other states in the nation.

Discussed AFL-CIO restructuring and merger of International Unions. Parks also discussed Union mergers in SEIU and states that these changes could help save the labor movement.

Fred Parks was excused at 3:05 p.m.

Bill Henderson presented the October financial report for review. Motion by Mel Grieshaber to accept the report as given. Supported by John Ost and MOTION CARRIED.

Projections for next year's budget were also presented for review. Motion by John Ost to accept the projections. Supported by Jim Johnson and MOTION CARRIED.

The following requests for donations/contributions were presented:

Request from Gary Whitman for a donation from the Crisis Fund to help a member at TCF. Motion by Adam Douglas to approve \$500.00. Supported by Mel Grieshaber and MOTION CARRIED.

Request from Brent Kowitz for a donation from the Crisis Fund to help a member at JMF. Motion by John Ost to approve \$100.00. Supported by Bill Henderson and MOTION FAILED. Mel Grieshaber, Jim Johnson, Adam Douglas and Tom Tylutki voted no.

Request from Dennis Beecham for a donation from the Crisis Fund to help a member at MTU. Motion by Adam Douglas to approve \$500.00. Supported by Ray Sholtz and MOTION CARRIED.

Request from Garry Brickley for a donation from the Crisis Fund to help a retired member at ITF. The board voted unanimously to deny the request because retired members are not covered by the Fund, and chose to stay with the current practice of current members only.

Request from Steve Karber for \$250.00 from the Crisis Fund to help a member at ICF. Motion by Ray Sholtz to approve the request. Supported by Bill Henderson and MOTION CARRIED.

Request from Dave Davis for a donation from the Crisis Fund to help a member at SMN. Motion by Bill Henderson to approve \$250.00. Supported by Ray Sholtz and MOTION CARRIED.

Request from Mike Wohlscheid for a donation from the Crisis Fund to help a member at RCF. Motion by Ray Sholtz to approve \$250.00. Supported by Bill Henderson and MOTION CARRIED.

Request from Ed Cooley for a donation from the Crisis Fund to help a member at STF. Motion by Mel Grieshaber to approve \$250.00. Supported by Bill Henderson and MOTION CARRIED.

Request from Trent Lawson, URF, for a bantam hockey team. Motion by Jim Johnson to approve \$200.00. Supported by Bill Henderson and MOTION CARRIED. Mel Grieshaber voted no.

Request from Clayton Sharrard for a donation from the Crisis Fund to help a member at MRF. Motion by Mel Grieshaber to approve \$250.00. Supported by Bill Henderson and MOTION CARRIED.

Request from Dave Wilcox, JCF, for \$175.00 to send an underprivileged student on a charter trip to Mackinac City. The board voted to deny the request.

Request from Roger Parr for \$150.00 for a children's hockey festival. Motion by Jim Johnson to approve the request. Supported by Bill Henderson and MOTION CARRIED. Mel Grieshaber voted no.

Mark Nelson, Camps Regional Vice President, addressed the board about camp CTO overtime issues. Prescheduled overtime is not being offered to CTOs at the camps.

Tom Tylutki reported on the following topics:

Advised that the board meeting and reception for Fred Parks' retirement have been set for January 21, 2005.

Presented a complaint from Clyde Linker regarding a chapter officer at SMF. Motion by John Ost to investigate the complaint. Supported by Ray Sholtz and MOTION CARRIED. Scott Fischer was assigned to conduct the investigation.

Presented a complaint from RUO Bourne regarding a steward at ECF. Motion to refer the issue to the chapter since stewards are appointed at the local level.

Submitted a letter signed by several officers at JCS opposing extending insurance benefits to same sex partners.

Discussed the grievance procedure changes. New language has been introduced.

Submitted a request for MCO to renew its sponsorship of the Law Enforcement Torch Run for Michigan Special Olympics. Motion by John Ost to renew the \$15,000 sponsorship. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from the Metropolitan Detroit AFL-CIO for MCO to place an ad in the MLK special edition of the Detroit Labor News. Motion by John Ost to place an ad at a cost of \$200.00. Supported by Ray Sholtz and MOTION CARRIED.

Submitted a report from Mark Nelson on his investigation of Michael Reno's complaint regarding steward at Camp Manistique. Motion was made by Jim Johnson to refer the issue to Mark Nelson to implement his recommendations to help resolve the problem. Supported by John Ost and MOTION CARRIED.

Advised that he and Mel Grieshaber will be meeting with Director Caruso later this week to discuss bid jobs at Egeler.

Discussed the Labor Representative Facilitator position. Motion by Ray Sholtz to eliminate the position. Supported by Scott Fischer and MOTION CARRIED. Mel Grieshaber abstained from voting.

Jim Johnson reported on three facility tours he's made since the November board meeting. Jim toured Newberry, Pugsley and Oaks. Issues at facilities: Yard lights still persist at Oaks, Pugsley is having problems with position closures, and Newberry discussions centered on the new contract. Johnson also reported that he has been working with his chapter officials at KCF about reductions in bid job positions.

As the business for the day was concluded, motion was made by Jim Johnson to adjourn. Supported by Bill Henderson and MOTION CARRIED. The meeting stood adjourned at 5:20 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 4:20 p.m. on December 14, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Bill Henderson, Jim Johnson, Mel Grieshaber, Andy Potter, Ray Sholtz, Scott Fischer, and Mike Taylor. John Ost was excused.

A request was submitted from James Sims, ACF, for a bulletin board for the chapter's office. Motion by Ray Sholtz to purchase a bulletin board at a cost not to exceed \$250.00. Supported by Adam Douglas and MOTION CARRIED.

Bill Henderson requested authorization to renew the one-year service contract for the Phaser 7700 printer at a cost of \$1,279.00. Motion by Mike Taylor to approve the request. Supported by Adam Douglas and MOTION CARRIED.

The board went into executive session to discuss personnel matters and resumed normal business at 4:40 p.m.

Scott Fischer requested permission to attend a labor/management meeting at Pugsley. He will be attending the meeting with Bill Henderson on January 10th. Position closings will be the main topic.

Adam Douglas discussed issues regarding Scott and Western Wayne. Reported that most members at these facilities are happy with the contract.

Mike Taylor discussed the Crisis Fund raffle and reported that he will be visiting Ojibway in January 2005.

Ray Sholtz asked for information regarding IACO. Mel Grieshaber explained the structure and goals of IACO as a professional organization. He stated that IACO has helped MCO in past as a labor organization to gain our professional image.



Mel Grieshaber reported on the following topics:

Reviewed end of year legislation including HB 6085 dealing with FSA educational requirements to go to corrections, which passed. Also reviewed current projected state budget shortfall.

Reviewed procedures for the contract ratification vote count. Cindy Sanderson is in charge.

Suggested approval of using U.S. Wire Service or current PR service, or both when needed, for distribution of MCO press releases, etc. Motion by Mike Taylor to approve the suggestion. Supported by Jim Johnson and MOTION CARRIED.

Distributed proposal for door/canopy sign. Motion by Mike Taylor to accept the bid on installing the sign. Supported by Jim Johnson and MOTION CARRIED.

Generated discussion regarding audio/visual equipment needs and other resources that could be useful at MCO. The consensus of the board was to get bids on various needed equipment.

Reported that the member ratified the contract by 87% to 13% vote. 3,623 ballots were cast.

At the business for the day was concluded, Scott Fischer moved to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 6:00 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 1:30 p.m. on December 15, 2004, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Bill Henderson, Jim Johnson, Andy Potter, Ray Sholtz, Scott Fischer, John Ost, Adam Douglas and Mike Taylor. Mel Grieshaber was excused.

The board conducted the final interview of candidates for the union's Executive Director position. Interviews concluded at 4:15 p.m. and, after discussion, motion was made by Scott Fischer to hire Mel Grieshaber as MCO's Executive Director. Supported by John Ost and MOTION CARRIED. Mr. Grieshaber will assume the duties of Executive Director the first full pay period in January 2005.

Motion was made by Scott Fischer to go into executive session to discuss personnel matters. Regular business resumed at 4:55 p.m. and Mel Grieshaber joined the meeting.

Tom Tylutki reported on his meeting the Deputy Director Straub in which they discussed classification issues with FSAs and bid jobs at SMN and KCF. He also discussed a grievance representation request at Pugsley and a birthday leave problem at SMF. He advised that Corrections wants FSAs to shadow COs at HVM and WHV. Motion was made by Scott Fischer that MCO oppose shadowing. Supported by Ray Sholtz and MOTION CARRIED.

As there was no further business, Scott Fischer moved to adjourn. Supported by Jim Johnson and MOTION CARRIED. The meeting stood adjourned at 5:15 p.m.

Respectfully Submitted,

Jim Johnson  
Recording Secretary

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