

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
January 20 & 21, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 11:30 a.m. on Thursday, January 20, 2005, 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, Mike Taylor and Adam Douglas. Staff in attendance were: Dave VanKoevering, Randy Eicher, Cynthia Beal, Lori Iding, Ron Parkinson, Karen Mazzolini and John Bowers.

The board reviewed grievances and took the following action:

17-034-04	Charisa Williams	Uphold Committee Decision
18-028-04	Brandy Rathbun	Uphold Committee Decision
21-076-04	Steve Babbitt	Uphold Committee Decision
25-009-04	Linda Delosh	Arbitrate
25-010-04	Linda Delosh	Arbitrate
27-023-04	Phil Hendricks, et al	Uphold Committee Decision
37-057-04	Beatie Love	Uphold Committee Decision
37-058-04	Beatie Love	Uphold Committee Decision
37-059-04	Beatie Love	Uphold Committee Decision
41-022-04	Michael Block	Arbitrate
41-023-04	Michael Block	Arbitrate
41-041-04	Michael Block	Arbitrate
51-015-04	Douglas Goodwin	Uphold Committee Decision
53-019-04	Robert Prater	Accept Pre-arb Answer

Results of recent grievance arbitration decisions were reported as follows:

CFO-007-02	Al Mann	Lost
53-046-02	Linda Owens-Hayward	Lost
53-047-02	Rusty Johnson	Lost
53-048-02	Andrew Brenner	Lost
53-049-02	Sherrinda Mosley	Lost
41-031-03	Kandace Sweet	Split Decision
61-005-03	Kenneth Gibson	Split Decision
62-002-02	Mark Miron	Lost
63-004-01	Robert Ingram	Lost

Staff was excused when the grievance appeals were completed.

The minutes of the December 13, 14, and 15, 2004, Executive Board meeting were presented for review. Motion by Ray Sholtz to accept the minutes as printed. Supported by Bill Henderson and MOTION CARRIED.

Bill Henderson presented the November and December 2004 treasurer's report for board approval. Discussion followed. Motion by John Ost to accept the November and

December 2004 treasurer's report as written. Supported by Adam Douglas and MOTION CARRIED.

The following requests for donations/contributions were presented:

Request from Jerry Pope for a donation from the Crisis Fund to help a member at MBP. Motion by John Ost to approve \$500.00. Supported by Mel Grieshaber and MOTION CARRIED.

Request from Pat Burch for a donation from the Crisis Fund to help a member at ACF. Motion by Jim Johnson to approve \$500.00. Supported by Mike Taylor and MOTION CARRIED.

Request from for Cecil Pedrin for \$500.00 from the Crisis Fund to help a member at URF. Motion by John Ost to approve the request. Supported by Bill Henderson and MOTION CARRIED.

Request from Mike Feighner for \$500.00 from the Crisis Fund to help a member at HTF. Motion by Andy Potter to approve the request. Supported by Adam Douglas and MOTION CARRIED.

Reported on a telephone poll of the board on a request from Jim Johnson for \$500.00 from the Crisis Fund to help a member at KCF. The board approved the request.

Reported on a telephone poll of the board on a request from Dave Altenberndt for \$200.00 from the Crisis Fund to help a member at SMN. The board approved the request.

Reported on a telephone poll of the board on a request for \$750.00 from the Crisis Fund to help a member at AMF. The board approved the request.

Reported on a telephone poll of the board on a request from Dave Tobias for \$250.00 from the Crisis Fund to help a member at SMN. The board approved the request.

Reported on a telephone poll of the board on a request from Bob Davis for \$750.00 from the Crisis Fund to help a member at SMF. The board approved the request.

Mel Grieshaber reported on the following topics:

Discussed organizing strategies by SEIU, organizing whole industries.

A \$400 million budget shortfall has been reported. All state departments have been asked to cut their budgets.

Discussed the danger in lowering prisoner security levels.

Reported on state house committee appointments.

Reported on his attendance at the ACA Convention.

Reported on his attendance at the SEIU Political Director's meeting. SEIU is moving in a new direction – divisional rather than regional.

Reported on the line of duty death of a California corrections officer at a level 1 prison.

Discussed issues we will be taking to the media.

Reported that MCO lost the ULP on gun towers. The board will continue to fight the closing of gun towers and agreed to appeal the hearing officer's decision to the Employee Relations Board.

Advised that he and Tom Tylutki are still working on meal reimbursements for CTOs.

Tom Tylutki discussed the Special Olympics banquet to be held this evening.

Motion was made by Jim Johnson to increase the Union's reimbursement for mileage to match the state's rate (currently \$.40 cents per mile). Supported by John Ost and MOTION CARRIED. Mel Grieshaber and Ray Sholtz voted no.

Jim Johnson reported that he toured Chippewa. There is great concern over the staff assaults, inmate fights and weapons (shanks) being found at an alarming rate. Chippewa segregation has been full for the past 6-8 months causing inmates to be released and fighting again. At one point this month, there were 11 pairs of inmates on top lock status because there was no segregation space. Jim will be touring the camps in the U.P. with Mark Nelson in January.

As the business for the day was completed, motion was made by Jim Johnson to adjourn. Supported by John Ost and MOTION CARRIED. The meeting stood adjourned at 3:47 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 10:25 a.m. on Friday, January 21, 2005, 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, Mike Taylor and Adam Douglas.

Mel Grieshaber discussed purchasing signs for the front and parking lot doors of the office building. Motion by John Ost to table action on a sign for the front door. Supported by Bill Henderson and MOTION CARRIED. Motion by Scott Fischer to approve a sign for the parking lot door. Supported by Bill Henderson and MOTION CARRIED.

Mel Grieshaber reported that the Union has been advised by the state that an error occurred in the accruals of some employees in their last pay. The state is aware of the problem and will correct the mistakes.

Mel Grieshaber discussed with the board their questions regarding his new position as Executive Director and the direction the Union will be taking.

Tom Tylutki reported on the following topics:

Presented cards of thanks to the Union for assistance from the Crisis Fund.

Discussed a request for a bible for a non-member feepayer. Motion by Jim Johnson to include non-members in the bible program. Supported by Ray Sholtz and MOTION FAILED.

Reported on a grievance that had been appealed to the last possible step. Ray Sholtz discussed this grievance also. Further discussion followed on communication with grievants.

Reported that Clyde Linker has withdrawn the charges he filed against his chapter. Motion to accept the withdrawal was made by Mike Taylor. Supported by Bill Henderson and MOTION CARRIED.

Discussed the method used to distribute the KYI. The KYI is currently being mailed to approximately 400 union officers. It is also on our web site.

Reported on his poll of the board members for authorization to send Mel Grieshaber as MCO's representative to the funeral of a California corrections officer. The board authorized Mel's attendance.

Reported that MDOC is lowering prisoner classifications at Boyer Road, Ojibway, Bellamy Creek, Mound and Ryan. Discussed the danger of lowering prisoner security levels.

Advised he will be meeting with RPA Bock and the chapter presidents at Scott, Huron Valley Womens, Mound and Ryan January 28th.

Reported on the reorganization of Foote Secure Unit, RGC Main, and RGC Annex.

Randy Eicher joined the meeting and discussed with the board details regarding the RGC reorganization.

Recommended that the Union's personnel duties, currently assigned to the President, be returned to the Executive Director. Motion by Andy Potter to turn over personnel duties to the Executive Director. Supported by Ray Sholtz and MOTION CARRIED.

Advised that MCO has reached agreement on new contracts with MCOPS and OPEIU.

The board discussed how to handle ballots received after the December 14th ballot count and decided that, because the ballots were mislaid at the post office, they would be opened and counted. Discussion ensued on whether the board should count the ballots today or invite chapter presidents to help count the ballots at a later date. Motion was made that the board count the ballots today. Supported and MOTION CARRIED. Jim Johnson, John Ost, Andy Potter and Ray Sholtz voted no.

The board received a letter from RUO Hamel, MRF, complaining of alleged inappropriate behavior by the chapter's recording secretary. Ray Sholtz was assigned to investigate further.

John Ost reported on the recent review of the union's expenditures by the board members at large and discussed some travel voucher issues. He also reported on the activities of the Standing Uniform Committee. Recommendations have been made that the public work crew leaders go back to black and grey uniforms through attrition and that sweaters be replaced with vests. Shorts were also discussed for summer wear. The next uniform committee meeting is scheduled for April 21, 2005.

Scott Fischer expressed concern over pre-arbitration decision and how they were distributed. This concern will be taken up at the next staff meeting. Scott also discussed various local chapter issues.

Andy Potter reported that he has been working through the bureaucracy in the Veterans Administration to obtain information on participating in a program to provide veterans extra pay and benefits while attending the academy as new hires. Facilities must be accredited by the VA, as is MTU. He also discussed Carson City issues and his tour of I-Max.

Mike Taylor reported on the Crisis Fund raffle and advised that Senator Mike Prussi's office is looking into a Crisis Fund payroll check off for MCO members.

Ray Sholtz reported that he and Bill Henderson toured Cotton and Camp Tuscola. Also, he was recently sworn in as a delegate to the Saginaw Central Labor Council.

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 2:55 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
February 28, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:40 a.m. on Monday, February 28, 2005, at the MCO office in Lansing.

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

Scott Fischer arrived at 9:55 a.m.

The board reviewed personnel matter in executive session from 10:05 to 10:20 a.m.

The board reviewed grievances and took the following action:

26-029-03	Todd Tarbell	Uphold Committee Decision
46-021-03	Larry Sharp	Accept Settlement
38-059004	Garcia Phelps	Appeal to Pre-arb
17-048-04	Yolanda Perkins	Uphold Committee Decision
37-055-04	Keith Ishmael	Appeal to Pre-arb
CFO-081-03	Douglas Stosick	Accept Settlement
47-035-04	John-Henry Anderson	Appeal to Pre-arb
45-058-04	Richard Willing	Uphold Committee Decision
05-016-04	Elizabeth Roberts	Uphold Committee Decision
19-007-04	Barbara Vozar	Uphold Committee Decision
48-013-04	Rosie Baker	Uphold Committee Decision
36-022-04	Wayne Marta	Uphold Committee Decision
51-018-04	Mari Demeritt	Uphold Committee Decision
36-014-04	Dianna Marry	Uphold Committee Decision
27-032-04	Donald Hickey	Uphold Committee Decision
62-015-01	Roxane Kaye	Withdraw

Results of recent grievance arbitration decisions were reported as follows:

40-004-04	Todd Tollefson, et al	Split Decision
35-021-03	Dave Danbeste	Lost
38-002-04	Kimberly Wise	Lost

The board discussed annual leave issues with staff regarding employees on annual leave or any paid leave being offered overtime. Motion was made by Adam Douglas that Mel Grieshaber address the overtime issue with the state. Supported by Bill Henderson and MOTION CARRIED.

Staff was excused from the meeting.

Tom Tylutki reported on the following topics:

Discussed conflicts between disciplinary shift reassignments and the shift transfer list.

Discussed camp and centers closures. Ron Parkinson explained the differences in the way changes at Camps Pugsley, Ojibway and Koehler were handled.

Bill Henderson presented the treasurers report for January 2005. Motion by John Ost to accept the report as given. Supported by Jim Johnson and MOTION CARRIED.

Bill Henderson reported on the following topics:

Reported on a telephone poll of the board on a request from Rick VanAlstine for \$500.00 from the Crisis Fund to help a member at AMF. The board approved the request.

Reported on a telephone poll of the board on a request from Gary VanSickle for \$500.00 from the Crisis Fund to help a member at NCF. The board approved \$300.00.

Reported on a telephone poll of the board on a request from Gary VanSickle for \$250.00 from the Crisis Fund to help a second member at NCF. The board approved \$300.00.

Reported on a telephone poll of the board on a request from Gary VanSickle for \$500.00 from the Crisis Fund to help a third member at NCF. The board approved \$300.00.

Reported on a telephone poll of the board on a request from Phyllis White for a contribution from the Crisis Fund to help a member at WHV. The board approved \$250.00.

Reported on a telephone poll of the board on a request from Phyllis White for a contribution from the Crisis Fund to help a second member at WHV. The board approved \$250.00.

Reported on a telephone poll of the board on a request from Jenny Gilkison for a contribution from the Crisis Fund to help a member at HVC. The board approved \$300.00

Submitted a request from Dennis Alberts for \$500.00 from the Crisis Fund to help a member at NCF. Motion by Ray Sholtz to approve \$300.00. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Val Corl for a contribution from the Crisis Fund to help a member at IBC. Motion by Ray Sholtz to approve \$300.00. Supported by Bill Henderson and MOTION CARRIED.

Submitted a request from Jim Ramelis, NCF, for \$100.00 to help cover his travel expenses to chaperone a 4-H group on a tour of the state capitol. Motion by Scott Fischer to deny the request. Supported by Mike Taylor and MOTION FAILED. Adam Douglas voted yes.

Reported on the need to replace computer workstations and discussed the cost of a package he negotiated with a vendor. Motion by John Ost to replace 8 computers. Supported by Scott Fischer. and MOTION CARRIED. Ray Sholtz voted no.

The minutes of the January 20 & 21, 2005, Executive Board meeting were presented for review. Motion by Mike Taylor to accept the minutes as printed. Supported by Adam Douglas and MOTION CARRIED.

Jim Johnson reported on the following topics:

Discussed the closing of Camp Koehler, prisoners increases and staffing issues at KCF.

Reported on his tour of the upper peninsula camps.

Announced that he has been elected the President of the Eastern Upper Peninsula AFL-CIO Central Labor Council.

Reported on the receipt of charges against a union officer. Motion was made by Mike Taylor to table action on the charges. Supported by Jim Johnson and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Discussed new regions for the labor relations staff.

Advised that the Employee Relations Board will be ruling on our ULP regarding the closing of gun towers on March 1, 2005. He believes the ERB and the CSC will rule against us. The issue could end up in front of a judge. He also expressed concern that in the time since the towers were closed, the state budget has gotten worse.

Advised that we are still awaiting a response from our request that the full court hear our arguments in the court of appeals on gender based assignments.

Reviewed earlier discussions regarding Camp Koehler. After consideration of communications to this board from members at Camp Koehler, motion was made by John Ost to consider Camp Koehler a closing as in past practice with MCO. Supported by Scott Fischer and MOTION CARRIED.

Discussed the closing of camps and centers and possible facilities to be assigned to the bumping regions for those who are laid off. Motion was made by John Ost that Mel and Tom enter into discussions with the state on bumping regions in accordance with the contract. Supported by Scott Fischer and MOTION CARRIED.

Discussed the arbitration of the elimination of CTO max pay. Advised that Jim Johnson has filed a grievance on the meal reimbursement issues for CTOs.

Discussed closer to home transfers.

Advised that most of the FSAs who have received officer training are at HVM. Discussed overtime issues for former FSAs, as they are considered probationary employees. The consensus of the board was that the former FSAs be allowed to work overtime in 4 months.

Reviewed the state budget crisis.

Advised that the governor is trying to pull the contract for the punk prison, but the house and senate majority are fighting to keep the private prison open.

Advised that some members are requesting that we resurrect Plan A. The state has said absolutely no. MDOC and OSE adamantly oppose this plan.

Requested that Randy Eicher attend Labor and Employment training. Motion by John Ost to send Randy and one other staff member. Supported by Mike Taylor and MOTION CARRIED.

Advised that the Michigan Labor Press will be soon holding its annual conference in Detroit and requested that Sacha Crowley attend. Motion by John Ost to send Sacha Crowley to the Michigan Labor Press conference. Supported by Bill Henderson and MOTION CARRIED.

Discussed the possibility of making another attempt to place the merit plan on the 2006 ballot and sources of funds.

Discussed hiring a college student as an intern, as we did last year, to help with special projects in the office. Motion was made by Jim Johnson to hire an intern. MOTION FAILED for lack of a second.

Discussed MCO staff roles and responsibilities. The board reviewed and discussed the director's plan to define these responsibilities in executive session from 4:18 to 6:00 p.m.

Tom Tylutki reported on the following topics:

Presented a letter of thanks from the Level VII Softball Association for our contribution to its annual tournament.

Presented a card of thanks from the family of Peter Maiker.

Presented a card of thanks from the family of Robert Hazlett.

Presented a note from a member stating that STF Chief Steward Brian Snyder is doing a great job representing members.

Discussed revisions to the union's internal grievance review procedure. Motion was made by John Ost to adopt the new procedure. Supported by Jim Johnson and MOTION CARRIED.

Discussed with the board a letter from SMN members regarding the reorganization of Egeler. Tom Tylutki will reply to the letter.

Submitted a request from Melanie Coleman for \$250.00 to pay for an attorney's retainer fee to pursue a matter that is outside the collective bargaining agreement. Motion by Mike Taylor to deny the request. Supported by Jim Johnson and MOTION CARRIED. Adam Douglas voted no.

Submitted a memo from Tony Stephenson from NRF. Motion was made by John Ost that Tom Tylutki respond to the memo. Supported by Jim Johnson and MOTION CARRIED.

The board went into executive session from 6:20 to 6:25 p.m.

Advised that the next board meeting will be held on March 17 & 18, 2005.

Advised that JCS Chapter President Tom Hackel has resigned.

Advised that a reception for employees at the academy will be held on March 3rd from 4-7 p.m.

Advised that letters to the editors of local newspapers are needed. He also would like to picket on staffing issues as well.

Reported that he and Mel will be meeting with Deputy Straub on March 1st on CTO issues and staffing.

Advised that he will be meeting with Macomb leadership on March 3rd and reported on a tour of Mound.

Adam Douglas reported on his tours of Mound and Macomb.

Mike Taylor reported on the crisis fund raffle, staffing issues, closing positions, and cutting positions. He advised that officers are being pulled from inside Marquette and sent to cover the hospital. He also reported that he attended a labor/management meeting at Ojibway.

Ray Sholtz reported that he toured Macomb with Adam, and discussed MRF overtime issues. He also discussed proper staffing for level I prisons and Plan A.

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 7:10 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
March 17 & 18, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:25 a.m. on March 17, 2005, at the MCO office in Lansing.

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

The minutes of the February 28, 2005, Executive Board meeting were presented for review. Motion by Mike Taylor to accept the minutes as printed. Supported by Andy Potter and MOTION CARRIED.

Tom Tylutki reported on the following topics:

Presented thank you cards from Crisis Fund recipients.

Advised that he will be in the Kinross area on March 24 and 25 for the Camp Koehler closure.

MCO scholarship applications are going. Scott Fischer, Andy Potter, Ray Sholtz and Mike Taylor are on the scholarship committee.

Discussed the Ad Hoc Committee negotiated in the new contract.

Advised that we were notified about the prison bed expansion.

Reported that he, Mel Grieshaber, Jim Johnson and Mike Taylor met on March 15, 2005, with the presidents of the chapters that will be receiving extra beds. Staffing issues were discussed.

Discussed a petition from Pugsley about position closings.

Reviewed the latest civil service decision on the gun towers ULP. Motion by Scott Fischer to table action. Supported by John Ost and MOTION CARRIED.

Discussed the closing of assignments around the state and strategic thinking on how to combat these closings.

Reported on the receipt of charges filed by Mike Taylor against a union official. Motion by John Ost to send the charges to trial. Supported by Bill Henderson and MOTION CARRIED.

Randy Eicher joined the meeting and explained the issues surrounding meal reimbursements for CTOs.

The treasurer's report was presented for review by Bill Henderson. Motion by John Ost to accept the report as given. Supported by Scott Fischer and MOTION CARRIED.

The following requests for donations/contributions were reported:

A poll of the board was reported on a request from the Twin Sault International Instigators to sponsor sending their team to the International Robotics Competition. The board approved a \$500.00 donation. Mel Grieshaber and Mike Taylor voted no.

Request from a member at RCF to provide funding for a play on domestic violence produced by Truth Publishing. Motion by Andy Potter to deny the request. Supported and MOTION CARRIED.

Request from Mike Feighner for a donation from the Crisis Fund to help a member at HTF. Motion by John Ost to donate \$300.00. Supported by Ray Sholtz and MOTION CARRIED.

Request from Mike Feighner for a donation from the Crisis Fund to help another member at HTF. Motion by Adam Douglas to donate \$300.00. Supported by Jim Johnson and MOTION CARRIED.

Request from Tony Sanders for a donation from the Crisis Fund to help a member at OTF. Motion by Andy Potter to donate \$250.00. Supported by Jim Johnson and MOTION CARRIED.

Bill Henderson reported on the following:

Requested authorization to purchase a wireless laptop for Mel Grieshaber. Motion by Scott Fischer to authorize up to \$1,400 to purchase the laptop. Supported by John Ost and MOTION CARRIED.

Suggested that we raffle MCO's old computers to the chapters. There are potentially 8 usable computers. The chapters would have the computers on a trial basis to see how they would be used. Motion by Jim Johnson to randomly draw at the next Central Committee meeting for 8 used computers from the MCO office for chapter use. Supported by Andy Potter and MOTION FAILED. John Ost, Scott Fischer, Adam Douglas, Mike Taylor and Mel Grieshaber voted no.

Advised that the accountants recently came in to audit the books for 2004 and everything was in order.

Discussed transportation issues on moving certain prisoners between worksites.

Jim Johnson reported on the following:

Discussed a case of "whooping cough" from a prisoner at Hiawatha. this prisoner was transferred to Kinross in segregation. Precautions for staff and information on how to handle whooping cough fell short by management.

Advised that he has received many phone call from officers at Camp Koehler. A meeting will be held later this month with officials from KCF and Koehler at which Tom Tylutki and Mel Grieshaber will attend.

Advised that he toured Saginaw with Mike Taylor and Bill Henderson. The tour went well and staff at Saginaw is pleased with Bill Henderson's leadership.

Advised that two prisoners at Calhoun County Jail died from MRSA on March 4, 2005. Johnson discussed this with RPA MacMeekin and expressed continuing concern about MRSA in the prison system.

Advised that KCF will be adding 296 prisoners in June.

Reported on the receipt of charges against a union officer.

Mel Grieshaber reported on the following topics:

Discussed progress on the final preparation for printing the contract. The contract book is currently being proofed.

Provided current information on the lawsuit on gender based assignments.

Provided current information on the state budget.

Advised that House Bill 4922 on early retirement does not include corrections and conservation officers. This bill was introduced as a budget cutting measure -- it is intended that the positions vacated will not be refilled.

Discussed the history of "covered" positions in Corrections.

Advised that he talked with SEIU leadership about networking unions that deal with corrections and/or law enforcement.

Discussed the SEIU "Locals Online" and "Get Active" programs.

Discussed bumping/transfer regions for the camps and centers that are closing.

Advised that the union is moving to arbitration on the CTO max pay issue.

Discussed CTO meal reimbursements.

Discussed the cost of reactivating the MERIT campaign in 2006.

Discussed the Economic Alliance of Michigan. The alliance fights increases in health care costs. Motion by Scott Fischer to contribute \$2,000 to the Economic Alliance. Supported by Bill Henderson and MOTION CARRIED.

Discussed hiring an intern to work in the office.

Advised that staff will be doing follow up calls on letters sent to PAC donors.

Moved to hire an intern for the spring and summer at the lowest rate we can achieve. Supported by Scott Fischer and MOTION CARRIED. John Ost, Ray Sholtz, and Adam Douglas voted no.

Advised that Ken Hatfield is the finalist for IACO Correctional Officer of the Year.

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March 17 & 18, 2005

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Discussed working overtime while on annual leave. Motion was made to table a decision on the issue. Supported by Ray Sholtz and MOTION CARRIED.

As the business for the day was concluded, John Ost moved to adjourn. Supported by Scott Fischer and MOTION CARRIED. The meeting adjourned at 9:45 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 9:45 a.m. on March 18, 2005.

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

The board reviewed grievances and took the following action:

16-003-05	Gloria Rodriguez	Uphold Committee Decision
17-014-04	Ann Lebrun	Withdraw
19-007-04	Barbara Vozar	Appeal to Pre-arb
20-004-05	Forest Williams, et al	Uphold Committee Decision
23-013-04	Tony Sanders, et al	Uphold Committee Decision
34-044-04	John Oseguera	Uphold Committee Decision
37-055-04	Keith Ishmael	Accept Settlement
37-073-04	Alonzo Holman	Uphold Committee Decision
38-059-04	Garcia Phelps	Withdraw
45-044-04	Richard Willing	Uphold Committee Decision

Results of recent grievance arbitration decisions were reported as follows:

31-025-03	John Gibbs	Split Decision
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Andy Potter advised that chapter officials are encouraged to post their labor-management minutes on the union bulletin board. This will be discussed at the next council meeting.

Mike Taylor reported on the sale of fundraiser tickets for the Crisis Fund, position closures at MBP and the effect on staff, and his concern about an increase in officer suicides.

John Ost reported that the Uniform Committee will meet on April 21, 2005, and asked that any issues for the committee be submitted to him. He also advised that he, Tom Tylutki and Dave VanKoevering will be meeting the DOC officials regarding the upcoming closures.

Ray Sholtz discussed CRR issues. Tom Tylutki reviewed the history regarding the CRR job classification.

As there was no further business, motion was made by John Ost to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting adjourned at 6:30 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
Thursday, April 14, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:35 a.m. on Thursday, April 14, 2005, 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, Ray Sholtz, Adam Douglas, Scott Fischer, John Ost and Mel Grieshaber. Staff present were: Dave VanKoevering, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Tangee Laza and Ron Parkinson.

The board reviewed grievances and took the following action:

11-045-04	Susan Shattuck	Uphold Committee Decision
11-050-04	Susan Shattuck	Uphold Committee Decision
24-030-04	Karen See	Accept Pre-Arb Answer
25-009-04	Linda Delosh	Accept Settlement
25-010-04	Linda Delosh	Accept Settlement
29-021-04	Randy Burrow	Hold
45-002-05	Kurt Roberge	Uphold Committee Decision
46-012-04	Scott Kellert	Uphold Committee Decision
46-016-04	Russell Hearn	Uphold Committee Decision
47-035-04	John Henry Anderson	Accept Settlement

Staff was excused when the grievance appeals concluded.

The minutes of the March 17 & 18, 2005, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Scott Fischer and MOTION CARRIED.

Tom Tylutki reported on the following topics:

Reported on a telephone poll of the board in which the board agreed not to go forward with charges against a chapter official. The official paid for the shirts in question and also contributed additional monies to the Crisis Fund.

Advised that the state may not cover Ken Hatfield's travel to Washington, D.C. for the national Correctional Officer of the Year awards. Motion by John Ost that MCO cover Hatfield's travel to and from Washington, D.C. if the state does not. Supported by Andy Potter and MOTION CARRIED.

Advised that the first of several FSAs returned to work from PA 414 leave but does not have enough seniority to stay at the Forensic Center and the special Corrections academy for FSAs ended prior to his return to work. Motion by Ray Sholtz to explore with DOC the possibility of this FSA shadowing a Corrections Officer until the next academy and to explore starting an academy for the FSAs who will soon be returning to work from PA 414 leave. Supported and MOTION CARRIED.

Reported on meeting with members from KCF and Camp Koehler on the Camp Koehler closure.

Discussed the Union's options regarding our lawsuit on gender based assignments, which was overturned by the 6th Circuit Court of Appeals. Motion by Bill Henderson to appeal the suit to the U.S. Supreme Court. Supported by Mike Taylor and MOTION CARRIED.

Advised that closing assignments continues to be the number one issue in staff safety. The DOC is working with us slowly on this issue. We recently were able to reduce closings at Standish and Parnall.

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

The following requests for donations/contributions were reported:

Request for the sponsorship of a Brooks softball team. The board denied the request.

Request for a \$500.00 donation from the Crisis Fund to a CFP member upon the death of his father. The board approved the request.

Request for a \$500.00 donation from the Crisis Fund to a SMF member upon the death of her husband. The board approved the request.

Request for a \$300.00 donation from the Crisis Fund to a member at ECF. The board approved the request.

Request for a \$500.00 donation from the Crisis Fund to a NCF member upon the death of his son. The board approved the request.

Request for a \$500.00 donation from the Crisis Fund to SRF members upon the death of their child. The board approved the request.

Request for a \$300.00 donation from the Crisis Fund to a member at HVM. The board approved the request.

Jim Johnson reported on the following topics:

Reported that he toured SMF in March with Tom Tylutki. At that time, staff was alarmed at the amount of MCO positions being closed. Two weeks before the tour, an inmate was killed in the yard of a unit where a position had been closed. Since then, Tom Tylutki has convinced DOC to cease closing positions at SMF.

Reported on tours of HTF, URF and KTF he attended with Tom Tylutki and Andy Potter. Concerns were expressed at HTF and KTF over the possibility of an increase in inmate population.

Reported on a KCF labor/management meeting he attended with Mel Grieshaber, Tom Tylutki, Karen Mazzolini, Gary Kott and Andy Potter. The main topic was the 296 additional prisoners slated for KCF and the low number of additional officer positions being offered by DOC.

Presented charges filed against Scott Fischer by the MRF Chief Steward, Charlotte Fahs. Motion by Mike Taylor to dismiss the charges without the need for a hearing to be conducted. Supported by Adam Douglas and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Reported on the efforts of House and Senate Republicans to explore privatization of a prison in Jackson and to keep the contract for the private youth prison. The governor is still trying to cancel the contract for the youth prison, and we will be asking members from affected districts to call their legislators and ask for their support in opposing prison privatization. DOC shares MCO's belief that privatization will not save money. It costs the state roughly \$30,000 per year to house a prisoner, but the private youth prison costs \$37,500 per prisoner. Advised that letters have been sent to all members in districts affected by the privatization drive in the legislature. Legislators were also sent letters from MCO opposing prison privatization.

Discussed DOC's concerns with overtime and our concerns with safe staffing levels.

Reported that SEIU just won an election of 40,000 new members, making SEIU the second largest union in Michigan.

Reported that 100% of the board is now contributing to the PAC fund.

Advised that Cynthia Beal is proofreading the new contract, as is OSE. Cynthia has already found some significant errors, which the Employer has agreed to correct. Once this process is complete, the contract will be sent to the printers.

Reported on the Union's effort to resolve the issue of officers changing diapers at HVM, and advised that the Employer has changed the RUO job description back to its original language.

Reported on the upcoming closure of several camps. Advised that no one will be laid off or forced out of their region thanks to the work of John Ost and Dave VanKoevering.

Andy Potter reported on MRSA issues and a state-wide protocol being discussed by the Joint Labor/Management Health and Safety Committee.

Adam Douglas discussed increasing tours of facilities.

Mike Taylor reported on the sale of raffle tickets for the Crisis Fund.

As there was no further business, motion was made by Ray Sholtz to adjourn. Supported by Scott Fischer and MOTION CARRIED. The meeting stood adjourned at 5:40 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
Tuesday, May 3, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:55 a.m. on Tuesday, May 3, 2005, at the MCO office in Lansing.

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

The board reviewed grievances and took the following action:

05-001-04	Armando Gonzalez	Settled
11-006-05	Ken Bengel	Uphold Committee Decision
27-010-05	Ricky Miller	Uphold Committee Decision
29-021-05	Randy Burrow	Uphold Committee Decision
37-025-04	Adam Douglas, et al	Withdraw
37-027-04	Kareem Hailey	Settled
38-003-05	Felix Fulicea	Uphold Committee Decision
38-010-05	Paul Taylor	Hold
39-021-04	Christopher Bourne	Settled
41-047-04	Deborah Meinke	Withdraw
CHU-039-04	Melvin Martin	Settled
CHU-065-02	Melvin Martin	Settled

Staff was excused when the grievance appeals were completed.

The minutes of the April 14, 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 Scott Fischer and MOTION CARRIED.

Bill Henderson reported on the following topics:

Request for a donation to the U.P. Labor-Management Council, Inc. Motion by Mike Taylor to deny the request. Supported by Adam Douglas and MOTION CARRIED.

Request from Valerie Corl for \$3,000 to help support COPS day at the Ionia Free Fair. Motion by Andy Potter to approve the request. Supported by Adam Douglas and MOTION CARRIED.

Request from Dave Beehler for a donation to the WHV Annual Family Picnic. Motion John Ost to donate \$500.00. Supported by Andy Potter and MOTION CARRIED.

Request from Ron Niemi for some MCO shirts and a \$200.00 donation to Relay for Life. Motion by Mike Taylor to approve the request. Supported by Ray Sholtz and MOTION CARRIED.

Request from Matt Pohl for 13 MCO shirts for their softball team. Motion by Jim Johnson to approve the request. Supported by Ray Sholtz and MOTION CARRIED. Andy Potter and Mike Taylor voted no.

Request from Clayton Sharrard for an additional \$250.00 from the Crisis Fund for a member at MRF. Motion by Ray Sholtz to deny the request. Supported by Scott Fischer and MOTION CARRIED.

Request from Jim Prince for \$500.00 from the Crisis Fund for a member at STF. Motion by Ray Sholtz to approve the request. Supported by Mike Taylor and MOTION CARRIED.

Request from Mark Nelson for a contribution from the Crisis Fund for a member at Camp Koehler. Motion by Bill Henderson to donate \$300.00. Supported by Ray Sholtz and MOTION CARRIED.

Request from Christine Hemry for a donation from the Crisis Fund for a member at ARF. Motion by Bill Henderson to donate \$500.00. Supported by Jim Johnson and MOTION CARRIED.

Request from John Fetters for a donation from the Crisis Fund for a member at CFP. Motion by John Ost to donate \$250.00. Supported by Andy Potter and MOTION CARRIED.

Request from Jim Prince for \$200.00 to help conduct a fundraiser for a member a STF. Motion by Ray Sholtz to approve the request. Supported by Bill Henderson and MOTION CARRIED.

Tom Tylutki reported on the following:

Suggested that we put the steward training manual on the website. Motion by John Ost to proceed. Supported by Bill Henderson and MOTION CARRIED.

Discussed the MERIT campaign.

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 3:00 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
Friday, May 6, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:50 a.m. on Friday, May 6, 2005, at the MCO office in Lansing.

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

Mel Grieshaber reported on the following topics:

The SEIU organizing drive for Georgia Correctional Officers.

Requested authorization to attend a 2-day SEIU Get Active training conference. Motion by John Ost to send Mel and Sacha Crowley. Supported by Bill Henderson and MOTION CARRIED.

Discussed the legislature's push to retain the private punk prison. The next legislative committee meeting is May 10th.

Discussed various AFL-CIO and SEIU fundraiser events. Motion By Scott Fischer to attend and support these fundraising events to a maximum of \$1,000, as these unions also support our events. Supported by Andy Potter and MOTION CARRIED.

Tom Tylutki reported on the following topics:

Advised that Mark Nelson has resigned as the Regional Vice President for the Camps.

Advised that MCO will be advocating against the judge in Ionia who dropped charges against a prisoner who assaulted an officer with a lock in a sock. Motion by Andy Potter to purchase the necessary items for picketing the judge in Ionia on May 31st. Supported by Bill Henderson and MOTION CARRIED.

Discussed other potential pickets against closing assignments.

Advised that he will appoint Andy Potter to fill the unexpired term of office for the position of Vice President vacated by Mel Grieshaber. Motion by Mike Taylor to confirm the appointment. Supported by Bill Henderson and MOTION CARRIED.

Randy Eicher discussed the CTO max pay issue and arbitration.

As there was no further business, motion was made by John Ost to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 12:15 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
May 31, 2005 and June 1, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:55 a.m. on Tuesday, May 31, 2005, at the MCO office in Lansing.

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

The board discussed with counsel by telephone options and probabilities regarding the lawsuit on gender based assignments. Mel Grieshaber advised that the DOC will go forward with removing male officers from certain assignments in female prisons if the state should win or if the Supreme Court declines to hear the suit (which also would be a win for DOC since the Court of Appeals decision in the state's favor would stand).

Bill Henderson arrived at 10:25 a.m.

After review and discussion of the information provided by counsel, it was the consensus of the board that Mel Grieshaber and Tom Tylutki discuss possible settlement issues and report back to the board.

Bill Henderson reported on the following topics:

Request from Rick Benson for a donation from the Crisis Fund to help a member at Straits. Motion by Ray Sholtz to donate \$250.00. Supported by Andy Potter and MOTION CARRIED.

Request from Egeler for a donation from the Crisis Fund to help a member. Motion by John Ost to donate \$250.00. Supported by Mike Taylor and MOTION CARRIED.

Request from Straits for a donation from the Crisis Fund to help a member. Motion by John Ost to donate \$500.00. Supported by Andy Potter and MOTION CARRIED.

Request from Kip Smith for \$35.00 for an ad. Motion by Mike Taylor to approve the request. Supported by John Ost and MOTION CARRIED.

Request from Newberry for \$250.00 from the Crisis Fund to help a member. Motion by Mike Taylor to approve the request. Supported by Andy Potter and MOTION CARRIED.

Request from Pine River for \$500.00 from the Crisis Fund to help a member. Motion by John Ost to approve the request. Supported by Adam Douglas and MOTION CARRIED.

Request from James Sims for \$250.00 from the Crisis Fund to help a member at Florence Crane. Motion by Mike Taylor to approve the request. Supported by Adam Douglas and MOTION CARRIED.

Advised that the building's air conditioning system needs a new compressor. Henderson moved that the compressor be replaced at a cost of \$2,000. Supported by Ray Sholtz and MOTION CARRIED.

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

There was general discussion on board policy regarding spending limits and board approval for specific items.

Mel Grieshaber reported on the following topics:

Discussed gender based lawsuit and recent newspaper articles dragging MCO "guards" through the ringer.

Discussed punk prison/budget process and letter to leaders about the budget.

Advised that the annual leave cap may be increased as a result of collective bargaining agreements.

Discussed CTO meals and reimbursement for meals or affidavit for vending machine purchases. May result in return to bag lunches for CTOs as is current practice for work crew leaders. Mel to talk with DOC to clarify issues for CTO meal reimbursement.

Advised that SEIU wants the input of all local unions on the direction of the AFL-CIO by June 6, 2005. Motion was made to give Andy Stern the authority to deal with the affiliation with SEIU and the AFL-CIO as he sees fit. Motion by Mike Taylor. Supported by Ray Sholtz and MOTION CARRIED.

Discussed the need for various officer coalitions. Advised that IACO dues was reduced in May to \$3.00 per year. The cost to IACO for our bargaining unit members is about \$30,000 a year. The dues for CCJC, which MCO also pays on behalf of our bargaining unit members, is \$1.75 per member per year. Motion by John Ost to withdraw for IACO. Supported by Ray Sholtz and MOTION FAILED. Adam Douglas, Andy Potter, Scott Fischer and Bill Henderson voted no. Mike Taylor abstained from voting.

Discussed Kwame Kilpatrick's re-election campaign. Motion by Mike Taylor that there be no endorsement at this time by MCO for the Detroit mayoral race. Supported by Adam Douglas and MOTION CARRIED.

Tom Tylutki reported on the following topics:

As there was no further business for the day, motion was made by Andy Potter to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 3:20 p.m.

The meeting of the State Executive Board reconvened and was called to order by President Tom Tylutki at 11:10 a.m. on Wednesday, June 1, 2005, at the MCO office in Lansing.

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

Phil Thompson addressed the board about endorsing a candidate for the Detroit mayoral race. He asked for MCO's support to endorse Kwame Kilpatrick.

Bill Henderson reported on the following topics:

Request from Glen Jacobson at Alger Max for a donation from the Crisis Fund. Motion by John Ost to donate \$500.00. Supported by Ray Sholtz and MOTION CARRIED.

Advised that MCO is negotiating with Boyne Mountain and Frankenmuth Bavarian Village packages at discount prices.

Mel Grieshaber reported on the following topics:

Offered clarification on the increase in the annual leave cap. Jan Miller, OSE, has advised that the increase in the cap does not automatically apply to MCO, but the cap will include personal leave add-ins on October 1st each year.

Advised that the web site for the Great Lake Shooting Association now has a MCO affiliation. We have a discount, but we do not endorse and are not specifically affiliating with the association.

Tom Tylutki reported on the following topics:

Reported on a telephone poll in which the board voted to cancel the picket in Ionia, with Ray Sholtz voting no.

Advised that Stennis George has requested funds for the southeast employee picnic. Motion by Adam Douglas to match last year's contribution. Supported by Ray Sholtz and MOTION CARRIED. The picnic will be held on July 30, 2005.

Advised that the next board meeting will be held on July 7, 2005 – and possibly the 6th if business requires additional time.

Noted that the Union's grievance policy needs to be amended to provide that, if the grievance committee votes to send a grievance to arbitration, the grievance must go to the board for final authorization. Tom will draft language and bring it back to the board.

Offered a special thank you to Mike Taylor and his daughter for their efforts on the recent Marquette Branch Prison Picket.

Advised that scholarship applications are coming in, and the scholarship committee's review of the applications should be completed within a few weeks.

Advised that the new members of the bylaws committee are Mike Taylor (chair), Scott Fischer, and Bill Henderson, with Mel Grieshaber as staff. The committee is to develop a focus on the bylaws before the next Central Committee meeting.

Discussed informational pickets. The board agreed that the chapters need to organize and energize their members to support and be present at the pickets.

Discussed the annual leave formula pertaining to increases and decrease of members into and out of the formula. By consensus of the Board agreed with letter sent to the Oaks Chapter.

Discussed position closings at facilities across the state.

Advised that he has appointed Cary Gross, JCF, to the vacant member at large position. Motion by John Ost to approve his decision. Supported by Ray Sholtz and MOTION CARRIED.

Scott Fischer reported on the following topics:

Discussed a staff assault at Macomb not being prosecuted.

Discussed recording devices and photos taken at the Central Committee meeting being posted on the internet.

Discussed the mandate list at Macomb where members are inappropriately bypassed on mandates.

Adam Douglas discussed seniority based transfers with the current freeze on transfers.

Mike Taylor reported on the picket at MBP and noted that there was a lot of local support from the community. He also advised that the raffle is about wrapped up, with the last few checks to go out soon.

The minutes of the May 3, 2005 and May 6, 2005, Executive Board meetings were presented for review. Motion by John Ost to accept the minutes as printed. Supported and MOTION CARRIED.

The board reviewed grievances and took the following action:

06-014-05	Mike Taylor, et al	Uphold Committee Decision
06-001-05	Mike Taylor	Uphold Committee Decision
06-003-05	Mike Taylor	Uphold Committee Decision
25-030-05	Dionne Bunch	Uphold Committee Decision
31-061-04	Nathaniel Collins	Uphold Committee Decision
34-008-05	Robert Davis	Uphold Committee Decision
34-007-05	Robert Davis	Uphold Committee Decision
38-010-05	Paul Taylor	Hold
41-063-04	James Smith	Withdraw
41-005-05	Scott Reynolds	Uphold Committee Decision
43-022-05	Gary LaMarche	Uphold Committee Decision
43-023-05	Gary LaMarche	Uphold Committee Decision
43-028-04	Gary LaMarche	Uphold Committee Decision
52-002-05	Brian Doherty	Uphold Committee Decision

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52-007-05

Brian Doherty

Uphold Committee Decision

CFO-002-04

Lori Groszowski

Uphold Committee Decision

CFO-002-05

Garland Schumacher

Appeal to Pre-Arb

As there was no further business, motion was made by John Ost to adjourn. Supported by Scott Fischer and MOTION CARRIED. The meeting stood adjourned at 3:20 p.m.

Respectfully Submitted,

Scott Fischer
Acting Recording Secretary

SF:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M AFL-CIO
July 6 & 7, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 11:00 a.m. on Wednesday, July 6, 2005, at the MCO office in Lansing.

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

The board reviewed recent events regarding DOC's intent to assign officers by gender at facilities housing women prisoners and discussed certain concerns by phone with counsel.

The minutes of the May 31 and June 1, 2005, Executive Board meeting were presented for review. Motion by John Ost to accept the minutes as printed. Supported by Cary Gross and MOTION CARRIED.

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

Mel Grieshaber reported on the following topics:

Reported on the DCH departmental labor/management meeting.

Advised that the majority party in both houses is still attempting to keep the private prison open. The DOC budget is a primary focus of attention because it claims a substantial portion of the state's budget.

The board went into executive session to discuss a personnel matter at 3:10 p.m. and returned to regular business at 3:45 p.m.

Requested that the office have a recording device on hand when needed. Motion by John Ost, supported by Jim Johnson, to purchase a recording device. MOTION CARRIED. Ray Sholtz voted no.

Bill Henderson reported on the following requests for funds:

Request from Cecil Pedrin for a donation from the Crisis Fund to help a member at URF. Motion by Mike Taylor to authorize \$250.00. Supported by John Ost and MOTION CARRIED.

Request from Cary Gross for a donation from the Crisis Fund to help a member at JCF. Motion by Ray Sholtz to authorize \$250.00. Supported by Scott Fischer and MOTION CARRIED.

Quote for MCO banners. Motion by John Ost to purchase 12 banners. Supported by Andy Potter and MOTION CARRIED.

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Request from Stennis George for \$125.00 to provide refreshments at a chapter meeting. Motion by Cary Gross to approve the request. Supported by Scott Fischer and MOTION CARRIED.

A telephone poll of the board on a request to sponsor a bench at the Ingham County Fairgrounds at a cost of \$150.00. The board approved the request.

A telephone poll of the board on the cost to repair the building's furnace. The board approved the \$1,400 cost.

A telephone poll of the board on a request from Larry Henley for a \$500.00 donation to the Race for Hope fundraiser for the families of LMF officers killed by another officer. The board approved the request.

A telephone poll of the board on the cost to shred approximately 50 boxes of old grievance files. The board approved the cost up to \$500.00. John Ost voted no.

A telephone poll of the board to purchase a \$650.00 radio. The board approved the request.

A telephone poll of the board on authorization to purchase shirts for picketers and ads in the Mining Journal, Newberry News and Sault Ste. Marie. The board approved the cost for the shirts and ads.

Jim Johnson reported on charges brought against two chapter officials and moved to table action until more information is received. Supported and MOTION CARRIED.

As the business for the day was completed, motion was made by John Ost to recess until July 7, 2005. Supported by Bill Henderson and MOTION CARRIED.

The meeting of the State Executive Board reconvened and was called to order by President Tom Tylutki at 9:30 a.m. on Thursday, July 7, 2005, at the MCO office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Jim Johnson, Cary Gross, John Ost, Scott Fischer, Adam Douglas, Bill Henderson, Ray Sholtz, Mel Grieshaber, Mike Taylor, Randy Eicher, Karen Mazzolini, John Bowers and Cherelyn Dunlap.

The board reviewed grievances and took the following action:

02-001-05	Mel Grieshaber, et al	Reaffirm Decision to Arbitrate
17-013-05	Kevin Sanders, et al	Uphold Committee Decision
21-091-03	Sharon Douglas	Withdraw
21-023-05	Steven Babbitt	Uphold Committee Decision
34-016-05	Glen Gransden	Uphold Committee Decision
37-013-05	Beatie Love	Uphold Committee Decision
38-001-05	Al West, et al	Appeal to Pre-arb
38-018-05	Al West	Appeal to Pre-arb
45-006-05	Richard Willing	Uphold Committee Decision
46-003-05	Steven Lehto	Uphold Committee Decision
53-038-05	Chiquita Swift	Uphold Committee Decision

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The results of arbitration hearings were reported as follows:

06-001-03	Gary Niemi	Assignment	Lost
06-002-03	Royce Jordan	Assignment	Lost
31-010-04	Robert Rose	Information Request	Won
40-018-03	Rick VanAlstine	5-day suspension	Split

The board went into executive session at 11:00 a.m. and returned to regular business at 11:15 a.m.

The board discussed questions with staff regarding Article 15, Part A, Section A., Shift Transfers. If management fills a vacancy/position, it is not considered un-staffed and does not meet the terms of Article 15, Part A, Section A., Number 8. If the position is vacant for a year, it is then considered a new position.

Tom Tylutki reported on the following topics:

Suggested changes to the internal policy on grievance review to provide that: (1) The grievance committee may authorize a grievance to move to arbitration pending final approval from the state executive board if time limits prevent waiting until an executive board meeting, in which case the grievance committee's decision to arbitrate will be reported to the next board meeting, (2) postponement of arbitration hearings must be approved by the Executive Director prior to requesting postponement, and (3) the chapter president and grievant must be notified that the arbitration hearing is postponed. Motion by John Ost to approve the changes. Supported by Ray Sholtz and MOTION CARRIED.

Discussed what is required to enable members to deduct Crisis Fund donations from their taxes. Motion was made by Scott Fischer to table the Crisis Fund becoming a tax deductible fund. Supported by John Ost and MOTION CARRIED.

Discussed the regional structure of the camps and centers chapters established by the bylaws. The issue was referred to the Bylaws Committee.

Reported on the picket at Newberry and the rally at the state capitol to protest efforts by the majority party in our state legislature to close Newberry Correctional Facility and keep the private prison open.

Motion was made by Andy Potter that the Union continue its opposition to the gender-based assignment plan through legal avenues (pending petition to the U.S. Supreme Court) and that the Union not bargain with the state on the ramifications of the gender-based assignment plan. Supported by Adam Douglas and MOTION CARRIED. Jim Johnson, Cary Gross and Scott Fischer voted no.

Mel Grieshaber reported on the following topics:

Motion by Scott Fischer to amend the \$1000 to \$1,500 to fund labor events. Supported by Adam Douglas and MOTION CARRIED.

Discussed issues regarding the AFL-CIO Convention to be held on Chicago later this month.

Advised that the AFL-CIO is running radio ads throughout the district of Representative Casperson criticizing the Escanaba legislator for voting to close Newberry and Camp Manistique.

Distributed reports on the state budget fight in Lansing. MCO has generated of 5,000 letters to state legislators over the Newberry and Camp Manistique closings. Also urging legislators to close the privately run prison in Baldwin. MCO generated media attention to these budget driven closings, in newspapers radio and television. We are partnering with labor organization and various coalitions to increase public support. Also advised that Earned Media is targeting media on MCO's issues.

Scott Fischer discussed the majority party's proposal to assess a prisoner store surcharge to pay for a state trooper school. He also reported on his recent tour of Cotton.

Andy Potter reported on the activities of the Joint Labor/Management Health and Safety Committee, his visit to Camp Koehler, and plans for the August 26th Crisis Fund golf fundraiser.

John Ost reported that the Uniform Committee will meet on July 19, 2005 and asked for input from the board.

Cary Gross reported on her tour of Cotton with Scott Fischer. She inquired about steward training and was advised by the chair that training will be conducted after the September elections.

Scott Fischer reported that a member, upset over the inadequacy of his retirement plan, incorrectly believed MCO was to blame, when it was Governor Engler and the majority party that legislated these changes in the state's retirement plan over the protest of all state employee unions. And it is the majority party that still today refuses to reconsider its decision.

Adam Douglas discussed issues at the Scott Correctional Facility regarding gender based assignments and advised that the chapter will be meeting on July 16th.

Mike Taylor reported on the activities of the MCO Scholarship Committee and presented its recommendations to the board for scholarship awards. Motion by John Ost to adopt the recommendations of the committee. Supported by Ray Sholtz and MOTION CARRIED. The 2005 scholarship recipients are: James Snyder, Kurtis Monroe, Jordan Mason, Anthony Pope, Lacy Gregg, Amanda Moore, Ashley Kivela, Jamie Salinas, Rebecca Wagner, Michael Morgan, Jason Johnson, Rachel Bertucci, Kelly Reid, Patrick Marnell, Kristi Henricks, Jamie Thompson, Alanna Hartley, Peter Dezelski, Stephen Sannery and Amy Coucke.

As there was no further business, motion was made by John Ost to adjourn. Supported by Cary Gross and MOTION CARRIED. The meeting stood adjourned at 3:50 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M
August 2, 2005

President Tom Tylutki called the meeting of the State Executive Board to order at 9:25 a.m. on Tuesday, August 2, 2005, at the MCO office in Lansing.

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

The board reviewed grievances and took the following action:

12-013-05	Gary Suriano, et al	Uphold Committee Decision
25-003-05	Kevin Smith	Hold
34-022-05	William Daniels	Arbitrate
52-013-05	Dennis Cox	Uphold Committee Decision

The following grievances were reported as settled prior to arbitration:

21-041-04	Angela Dalton	Settled
21-075-04	Darryl Jones	Settled
CFO-096-04	Joseph Boufford	Settled

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

Bill Henderson reported on the following topics:

Request from a member at ICF for a donation from the Crisis Fund. Motion by John Ost to approve \$250.00. Supported by Andy Potter and MOTION CARRIED.

Request from Bill Henderson for \$300.00 from the Crisis Fund to help a member at SRF. Motion by John Ost to approve the request. Supported by Ray Sholtz and MOTION CARRIED.

Submitted a request from Sacha Crowley for a laptop computer to be used as her primary workstation, for travel outside the office, and for PowerPoint presentations at various functions. Motion by John Ost to purchase the computer. Supported by Jim Johnson and MOTION CARRIED. Ray Sholtz and Scott Fischer voted no.

Jim Johnson reported on charges filed against a KCF member; Tom will follow up. Also discussed the possibility that KCF will be getting more prisoners. They received 296 in June and added 240 with the closing of Camp Koehler.

Johnson also reported that Mark Nelson was asked to return the fax machine in his possession owned by MCO and replied that MCO could come and get it. Bill Henderson will send Nelson a letter.

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Charges against the President and a labor representative were presented to the board.

Motion by John Ost to not refer the charges to a trial board. Supported by Andy Potter and MOTION CARRIED.

The minutes of the July 6 & 7, 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.

Mel Grieshaber reported on the following topics:

Advised that an agreement was reached on many aspects of the integration of FSAs into CO positions, such as overtime, shift transfers, etc. Under civil service rules and our contract, however, all members who transfer or promote to a new job classification must serve a probationary period in the new classification. The board does not have the authority to overrule the contract or civil service rules in this regard.

OSE is asking MCO and all state employee unions for input about holiday scheduling for the Christmas and New Year's holidays for those with weekends off.

Discussed the discontinuation of high security pay for transportation officers. MCO will be arbitrating the issue at a hearing on September 20, 2005.

Advised that the DCH secondary agreement has been reached.

Briefed the board on the Economic Alliance and its efforts to suppress health care costs.

Advised that state budget discussions are still going on, possibly into September.

Discussed his letter to the governor and legislature to run an academy for female officers. Also discussed MCO's effort in fighting the closure of Newberry and Manistique. Over 1,000 letters went through MCO's website to save Newberry and Manistique.

Discussed a ULP filed by members from the former Camp Koehler.

Reported on his attendance at the AFL-CIO convention in Chicago and SEIU's withdrawal from the AFL-CIO. The split was caused primarily by the focus of the AFL-CIO on politics rather than organizing. "Change to Win" was started by SEIU, Teamster, UFCW, Unite Here, Laborers, Carpenters and United Farm Workers. This coalition has around 5-6 million members.

Mel gave an overview of problems yet to be resolved regarding such things as local union affiliations with AFL-CIO Labor Councils and the Michigan AFL-CIO.

Tom Tylutki reported on the following topics:

Advised that he and the member of the Health & Safety Ad Hoc Committee agree that we should visit a research hospital on MRSA and recommended that Andy Potter investigate. Motion by Bill Henderson to accept the recommendation and that MCO obtain an independent opinion on MRSA. Supported by Jim Johnson and MOTION CARRIED.

Reported that MCO has been asked for its input on the MDOC \$18 million dollar shortfall.

Advised that the I-Max electric fence is now operating and will eliminate 18 positions. I-Max is allowing 5 employees to transfer to other facilities.

Asked the board for feedback on what the members at their worksites are thinking about the online BioCare questionnaires.

Reported on phone polls. Overtime grievance settlement at SCF and send board member to investigate charges against chapter official at RCF.

Reviewed a local agreement on overtime at Camp Lehman. The board agreed that the agreement does not violate the contract.

Reported on his attendance at the MCO Southeast Regional Picnic. Everything went well and many MCO members attended.

Toured Macomb Facility with Cynthia Beal and met with chapter officials to consult and advise on bettering labor management relations.

Andy Potter reported on the following topics:

MCO's participation at the Ionia Free Fair and Cops Day.

His tour of the Jackson area and concerns voiced members regarding MRSA.

Relayed thanks from a MCO member for the Union's Crisis Fund donation.

Reported on preparations for the Crisis Fund golf outing and indicated that we are receiving many donations.

Reported on the investigation he conducted at Riverside. Motion was made by Scott Fischer to accept Andy's recommendations and to accept the resignations of the chapter officials and not pursue charges. Supported by Ray Sholtz and MOTION CARRIED.

John Ost reported on the activities and latest meeting of the Labor/Management Uniform Committee.

Cary Gross reported on her tour of the Jackson facilities and discussed the possible merger of SAI and JCS. She also toured Baraga with John Ost and attended a uniform committee meeting.

Adam Douglas reported on his attendance at the MCO Southeast Picnic and agreed with Tom that the picnic went well. Advised he will be having a labor/management meeting at his facility.

Mike Taylor reported on a serious assault and staffing problems at MBP. Discussed regional membership meetings and wants the board to attend. Also discussed activities of the Bylaws Committee.

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Ray Sholtz reported on his tour of DRF and OTF.

As there was no further business, motion was made by John Ost to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 3:15 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
September 8 & 9, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:35 a.m. on Thursday, September 8, 2005, at the MCO office in Lansing.

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

The board reviewed grievances and took the following action:

04-008-05	William Wharton	Hold
11-007-05	Ronald Califf	Uphold Committee Decision
11-032-05	Richard Hutchinson	Uphold Committee Decision
12-020-05	David Izzard, et al	Uphold Committee Decision
15-070-04	Richard Fitzmaurice	Uphold Committee Decision
15-071-04	Richard Fitzmaurice	Uphold Committee Decision
15-003-05	Charles Wright	Uphold Committee Decision
15-004-05	Charles Wright	Uphold Committee Decision
15-005-05	Charles Wright	Uphold Committee Decision
15-008-05	Charles Wright	Uphold Committee Decision
15-010-05	Charles Wright	Uphold Committee Decision
15-013-05	Charles Wright	Uphold Committee Decision
15-014-05	Charles Wright	Uphold Committee Decision
18-006-05	Doug Vining	Uphold Committee Decision
19-007-05	Barbara Voza	Withdraw
25-003-05	Kevin Smith	Withdraw
27-018-05	Raheem Abdullah	Arbitrate
37-045-04	Marilyn Zachary	Settled
37-020-05	Malcolm Cook	Uphold Committee Decision
37-025-05	Tony Stephenson, et al	Uphold Committee Decision
39-007-05	Jamie Bennett	Uphold Committee Decision
55-018-05	Skip Barnett	Uphold Committee Decision
53-019-05	Skip Barnett	Uphold Committee Decision
63-005-05	Lori Mendoza	Uphold Committee Decision
CFO-002-05	Garth Schumacher	Withdraw

The minutes of the August 2, 2005, Executive Board meeting were presented for review. Motion by Scott Fischer to accept the minutes as printed. Supported by Ray Sholtz and MOTION CARRIED.

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

Bill Henderson reported on the following topics:

Submitted a request from Matt Robertson for a donation from the Crisis Fund to help a member at SPR. The board approved a \$300.00 donation.

Submitted on a 2nd request from Matt Robertson for a donation from the Crisis Fund to help a member at SPR. The board approved a \$300.00 donation.

Submitted on a request from Cary Gross for a donation from the Crisis Fund to help a member at JCF. The board approved a \$200.00 donation.

Submitted on a request from Matt Robertson for a donation from the Crisis Fund to help a member at SPR. The board approved a \$300.00 donation.

Submitted on a request from Paul Golembiewski for a donation from the Crisis Fund for a member at ECF. The board approved a \$200.00 donation.

Submitted on a request from Steve Karber for a donation from the Crisis Fund for a member at ICF. The board approved a \$200.00 donation.

Submitted on a request from Dave Tobias for a donation from the Crisis Fund for a member at SMN. The board approved a \$300.00 donation.

Submitted on a request from Mary Ann Hocking for a donation from the Crisis Fund to help pay for the gas for a member to help hurricane victims. The board denied the request because it previously approved a donation to Correction USA for hurricane relief.

Submitted on a request from Stennis George for a donation to a fundraiser to help the hurricane victims. The board denied the request because it previously approved a donation to Corrections USA for hurricane relief.

Submitted on a request from James Sims for a donation to help the hurricane victims housed at Fort Custer. The board denied the request because it previously approved a donation to Corrections USA for hurricane relief.

Requested a donation from the Crisis Fund for a 2nd member at SRF. The board approved a \$300.00 donation.

Requested a donation from the Crisis Fund for a 3rd member at SRF. The board approved \$250.00.

Requested a donation to the chapter's hot dog fundraiser for this and yet another member at SRF. The board approved a \$100.00 donation.

Submitted on a request from Al West for a donation from the Crisis Fund for a member at RRF. The board approved a \$250.00 donation.

Discussed office equipment and ways to save money, mainly monthly lease costs.

Advised that we have Piston discounted ticket for 2 games. Submitted a request from the Palace for permission to use our logo on a flyer for the discounted nights for our members. The board approved the request.

Reported that a former chapter official was sent a letter to return MCO's fax machine. This is the second request for its return.

Mel Grieshaber reported on the following topics:

Reported on the snapshot issue for shift transfers. Discussion followed on different scenarios that can and have happened with the snapshot issue. Mel will write a policy position on the issue.

Reported on discussions regarding a 24-hour period to not be mandated for overtime if you are on annual leave the next day. Described many mandatory overtime scenarios and whether officers can be mandated. The board, by consensus, agreed to enter into a letter of intent on overtime for the period immediately prior to the use of annual leave.

Distributed a draft letter of intent on CTO voluntary overtime to avoid mandatory overtime inside the facility. Also discussed issues involving CTO meal reimbursement issue and asked the board for direction. Advised that the arbitration on CTO max pay is scheduled for January 2006.

Reported on talks with the Employer regarding the uniform allowance.

Discussed the state budget, and issues involving Newberry, Manistique and the Punk prison and additional academy classes.

Advised that House Bill 4030 on retirement choice is still sitting in committee. We need the members to call and write their legislators.

Advised that a ULP hearing will be held on September 20th in Kinross on the CKO closure.

Discussed the Change to Win Coalition and advised that its first convention was held on September 27th.

Advised that the dues and fees will be increased by 1% in the pay period ending October 8, 2005. The next 1% increase will occur in April 2006.

Reported that he has been seeking savings for the MCO office by reducing phone consultations with counsel, etc. He has reduced subscription costs by \$2,000 to \$3,000 annually. He also is proposing that we go to the organizational membership category with IACO and, for the time being, just help fund IACO activities for National Correctional Officer's Week. This will save MCO \$20,000 annually.

Mel proposed that MCO disaffiliate with CCJC. He is looking at affiliating with organizations that fight privatization more effectively than the Corrections and Criminal Justice Coalition.

As the business for the day was concluded, Adam Douglas moved to adjourn. Supported by Scott Fischer and MOTION CARRIED. The meeting adjourned at 5:00 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 10:10 a.m. on September 9, 2005.

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

Bill Henderson presented a request from Big Brothers/Big Sisters of Chippewa County. The request was denied.

Mel Grieshaber reported on the following topics:

Discussed hurricane relief efforts. The board agreed that we should focus on corrections employees who have been displaced by the hurricane. Motion by Adam Douglas to donate \$1,000 through Corrections USA to the Hurricane Relief Fund. Supported by Jim Johnson and MOTION CARRIED.

Presented a packet of information to the board from SEIU on Change to Win, industry-based organizing, and the direction that needs to be taken by the labor movement.

Reported on a recent ACA meeting that included workshops on MRSA.

Reported on SEIU's Political Director's meeting.

Discussed with the board several issues regarding members who resign their membership in the Union. Motion was made by Bill Henderson that MCO utilize the contract's enforcement procedure to change the non-member's payroll deduction to the agency fee if the non-member does not do so within 30 days from the date of resignation. Supported by Adam Douglas and MOTION CARRIED.

Reviewed the circumstances surrounding an issue of eligibility for Union office at SMN. After discussion, Scott Fischer moved that the member is ineligible to be a candidate for office in the 2005 election of chapter officers. Supported by John Ost and MOTION CARRIED.

Reviewed a complaint regarding the SCF election of officers. Motion by Adam Douglas that the ballot cannot be counted. Supported by Jim Johnson and MOTION CARRIED.

Reviewed a situation involving the non-payment of dues due to a personnel error. Motion by Adam Douglas that the Union not enforce retroactively in this specific case. Supported by Mike Taylor and MOTION CARRIED. John Ost and Ray Sholtz voted no.

Tom Tylutki reported on the following topics:

Discussed a situation where a member at MRF, reinstated at arbitration, had accepted nomination for chapter office. It was decided that, per the bylaws, the member is not eligible to run for office because the arbitrator did not make the member whole.

Reported on a challenge to the election at MRF. After review of the information provided to the board, motion was made Cary Gross that the election was conducted according to the bylaws. Supported by Mike Taylor and MOTION CARRIED.

Presented a draft letter of agreement on gas mask requirements. Medical exemptions that cover the whole 10% exemptions would be by seniority. Motion was made by Cary Gross that the language in the letter be tightened and clarified. Supported by John Ost and MOTION CARRIED.

Reported that our Building Manager, Jim Flanders, will be retiring in November.

Advised that Andy Potter will chair the CTO committee.

Reported that he met with state officials regarding SCF to discuss bid jobs and working out of class problems.

Discussed the need for a policy that, when someone is elected or appointed to Union office, the person meets the eligibility requirements of the bylaws. The Central office needs to assure that the member is eligible.

Discussed with the board the roll and duties of the position of Vice President of MCO. Requested that, before the next board meeting, all board members contact him on their views for the Vice President.

Thanked Andy Potter for his efforts in organizing this year's golf outing to raise funds for the Crisis Fund.

Cary Gross reported that she toured SAI and JCS.

Mike Taylor reported on the activities of the bylaw committee and asked for the board's input on proposals to amend the bylaws. He also reported on various fund raising activities for the Crisis Fund.

Ray Sholtz discussed a member's pleasure with the free legal consultation. He also discussed his views on future duties for the position of Vice President.

Andy Potter reported on the activities of the MRSA AdHoc Subcommittee and advised that new ARO manual will be issued by MDOC. He also reported that the Crisis Fund Golf Outing raised \$9,000. He thanked all the MCO officers, chapters and others for their help.

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 2:25 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M, AFL-CIO
October 12 & 13, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:40 a.m. on October 12, 2005, at the MCO office in Lansing.

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

The Union's books and records were reviewed by the members at large.

Cherelyn Dunlap, John Bowers, Karen Mazzolini, Tangee Laza, Cynthia Beal, Lori Iding, Randy Eicher and Dave VanKoevering joined the meeting.

The board reviewed grievances and took the following action:

06-038-05	Mike Taylor	Uphold Committee Decision
06-039-05	Mike Taylor	Uphold Committee Decision
06-040-05	Mike Taylor	Uphold Committee Decision
06-041-05	Mike Taylor	Uphold Committee Decision
06-042-05	Mike Taylor, et al	Uphold Committee Decision
06-048-05	Mike Taylor, et al	Uphold Committee Decision
11-025-05	Steven Talsma	Uphold Committee Decision
27-018-05	Raheem Abdullah	Accept Settlement
33-001-05	Mark Krawczck	Arbitrate
34-013-05	Robert Davis	Hold
35-005-05	Wayne Trierweiler	Uphold Committee Decision
38-031-05	Terrence Thompson	Uphold Committee Decision
41-028-05	Orelia Brown	Uphold Committee Decision
45-040-05	Richard Willing	Uphold Committee Decision
47-009-05	Daniel Fleischer	Uphold Committee Decision
47-012-05	David Rowley	Uphold Committee Decision
CFO-082-05	Melvin Martin	Uphold Committee Decision

Staff was excused when the grievance appeals were completed.

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

In Bill Henderson's absence, Tom Tylutki reported on the following:

The old folder/stuffer machine has been replaced at the office, which will save the union approximately \$4,000 per year in maintenance and lease payments.

Bids are being received for new Internet service for the office. New service should save about \$80.00 per month. Currently, Comcast is the lowest bidder.

A comparison of MCO employee health care vendors is underway to determine if cost savings can be achieved.

Bids are also being taken on a new photocopier.

Kalarhi Water Park will also be offering discounts to MCO members.

Requested ideas for the Efficiency Advisory Committee.

Reported on a poll of the board on a request from Rick VanAlstine for a donation from the Crisis Fund to help two members at AMF. The board approved a \$300.00 donation for each member.

Reported on a poll of the board on a request from Theoplis Motley for a donation from the Crisis Fund to help a member at HVM. The board approved a \$300.00 donation.

Reported on a poll of the board on a request from Bill Henderson for a donation from the Crisis Fund to help a member at SRF. The board approved a \$300.00 donation.

Reported on a poll of the board on a request from Bill Henderson for a donation from the Crisis Fund to help a member at SRF. The board approved a \$300.00 donation.

Reported on a poll of the board on a request from Bill Henderson for a donation from the Crisis Fund to help a member at SRF. The board approved a \$500.00 donation.

Reported on a poll of the board on a request from Cecil Pedrin for a donation from the Crisis Fund to help a member at URF. The board approved a \$500.00 donation.

Reported on a poll of the board on a request from Ken Detloff for a donation from the Crisis Fund to help a member at HVM. The board approved a \$300.00 donation.

Presented a request from Kamal Cariuty for a donation from the Crisis Fund to help a member at LCF. Motion by John Ost to approve a \$250.00 donation. Supported by Scott Fischer and MOTION CARRIED.

Presented a request from Ponda Esu for a donation from the Crisis Fund to help a member at MRF. Motion by Scott Fischer to approve a \$500.00 donation. Supported by Andy Potter and MOTION CARRIED.

Presented a request from Darrin Blockett for a donation to the Northeast Detroit Shamrocks, a little league football team. Motion by John Ost to donate \$250.00. Supported by Scott Fischer and MOTION CARRIED.

The minutes of the September 8 & 9, 2005, Executive Board meeting were presented for review. Motion by Mike Taylor to accept the minutes as printed. Supported by Ray Sholtz and MOTION CARRIED.

As the business for the day was concluded, motion was made by John Ost to adjourn, Supported by Mike Taylor and MOTION CARRIED. The meeting stood adjourned at 4:15 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 9:55 a.m. on October 13, 2005, at the MCO office in Lansing.

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

Mel Grieshaber reported on the following topics:

Discussed the Social Security Privacy Act, the provisions of which necessitate changes to our database to protect members' social security numbers and convert identification of database records to the state's employee ID number. The cost of the conversion is estimated by Agate Software, Inc. to be approximately \$8,000. Motion was made by John Ost to hire Agate Software, Inc. for the database conversions. Supported by Adam Douglas and MOTION CARRIED.

Advised that an impartial review of the union's allocation of expenses that are chargeable and non-chargeable to non-member feepayers will be held on October 17, 2005.

Announced that the state budget was signed, closing the private prison and funding the state run Newberry prison and Camp Manistique. Governor Granholm is already being attacked by Dick Devoss for supporting the unions.

In the state Corrections budget, the uniform allowance has been increased. The 1% pay increases for October 2005 and April 2006 were not funded.

Explained how the state projects revenue quarter to quarter in a fiscal year.

Discussed HB 5219 and HB 5220, which would prohibit male officers from working in female housing units and female officers from working in male housing units. MCO opposes this legislation.

Reported that a resolution has been introduced in the State House to create a TABOR (Taxpayer Bill of Rights) amendment. If it becomes part of the state constitution, it will adversely affect DOC and DCH staffing, hiring, pay increases, etc.

Voluntary payroll deductions to the Union's PAC fund still have not been approved by the Civil Service Commission. Governor Granholm indicated that she would be in favor of a PAC checkoff for MCO.

Civil Service and the Office of the State Employer are getting calls from Corrections supervisors because they are not getting the increased clothing allowance negotiated by MCO.

Discussed the issue regarding the use of annual leave and receiving mandatory overtime, the snapshot issue for shift transfers, and CTO meal vouchers. The board will need to make a decision on these issues when language can be drafted.

Advised that a rebate from SEIU of approximately \$10,000 was given to MCO for political education that was left over from 2003 and 2004.

Advised that the new president and chief steward orientation to be held in conjunction with the Central Committee meeting will be the kickoff for staff to go in the field to train stewards.

Reported on his attendance at the SEIU Public Service Division Leadership Assembly.

The first meeting of the Change to Win Federation was held on September 27, 2005. Change to Win is close to having even numbers of members with the AFL-CIO.

Motion was made by John Ost to send Mel to a Public Affairs Council conference. Supported by Jim Johnson and MOTION CARRIED.

Advised that Sacha Crowley will attend the Michigan Labor Press Conference.

Tom Tylutki reported on the following topics:

Advised that the Mid-Michigan facility requested that a former union official represent a member. The board has already voted in the past to not allow this.

Thanked the bylaws committee for its efforts and hard work.

Advised that he will be meeting at HVM with staff on October 17th to discuss the large number of grievances filed at that facility.

Advised that the department is looking closely at each facility to identify positions to cut.

Thanked Mel Grieshaber for his efforts on the punk prison and the clothing allowance.

Advised that a new Corrections academy class will begin on October 24th for 124 new officers. Another 100 officers may be trained in January or February.

Reported that civil service temporarily increased its travel reimbursement from 40.5 to 48.5 cents per mile. Motion was made by Scott Fischer to increase MCO's reimbursement rate to 48 cents per mile September 2005 through December 2005. Supported by John Ost and MOTION CARRIED.

Advised that a dispute has arisen between the two elected chapter officers at MRF on the appointment of the remaining chapter officers. Motion was made by John Ost to refer the issue back to the chapter board to have a posted chapter meeting at which the members will decide on the method to be used to fill chapter vacancies. Supported by Cary Gross and MOTION CARRIED.

Submitted two challenges to the election of the Region III Representative for the camps. Motion was made by Scott Fischer to hold a new election. Supported by Cary Gross and MOTION CARRIED.

Andy Potter reported on the following topics:

Reported on the activities of the Joint Labor/Management Health and Safety Committee.

Advised that the state is auditing the youth facility's employee files and training records and will hire some of these employees. The youth facility employees have the same training and educational requirements as MCO members.

John Ost reported on the following topics:

Reported on the trustee's review of the Union's financial records and vouchers. Advised that some trustees will meet with Bill Henderson to explore methods to address staff cell phone usage and reimbursement.

Reported on the activities of the Standing Uniform Advisory Committee. The next meeting is November 8, 2005.

Mike Taylor reported on the following topics:

Distributed copies of the proposed amendments to the Union's bylaws and explained the proposed changes. The proposed amendments will be submitted to the Central Committee delegates on October 26, 2005.

Discussed changing the position of State Vice President to a full time position.

General discussion ensued regarding the position of Vice President. Motion was made by John Ost to make the position of MCO Vice President full time effective January 1, 2006. Supported by Jim Johnson and MOTION CARRIED. Adam Douglas and Andy Potter abstained from voting. Scott Fischer voted no.

As there was no further business, motion was made by Ray Sholtz to adjourn. Supported by John Ost and MOTION CARRIED. The meeting stood adjourned at 4:18 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

JJ:cs/opeiu459afl-cio

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M
November 8 & 9, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:30 a.m. on Tuesday, November 8, 2005, at the MCO office in Lansing.

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

The minutes of the October 12 & 13, 2005, State Executive Board meeting were presented for review. Motion by Mike Taylor to accept the minutes as printed. Supported by Bill Henderson and MOTION CARRIED.

Cary Gross and John Ost joined the meeting at 11:30 a.m. at the conclusion of the Uniform Committee meeting.

Cherelyn Dunlap, Cynthia Beal, John Bowers, Tangee Laza, Dave VanKoevering and Lori Iding joined the meeting.

The board review grievance appeals and took the following action:

17-024-04	Kevin Sanders	Hold
17-023-04	Kevin Sanders	Uphold Committee Decision
37-042-03	Charlene McFaul	Accept Settlement
28-004-05	Bernard Pennell	Uphold Committee Decision
41-053-04	Scott Sieffert	Uphold Committee Decision
41-029-05	Michelle Wright	Uphold Committee Decision
15-003-05	Charles Wright	Accept Settlement
15-004-05	Charles Wright	Accept Settlement
15-005-05	Charles Wright	Accept Settlement
15-008-05	Charles Wright	Accept Settlement
15-010-05	Charles Wright	Accept Settlement
15-013-05	Charles Wright	Accept Settlement
15-014-05	Charles Wright	Accept Settlement

It was reported that grievance 37-040-05 was won at arbitration and grievance 33-001-05 is pending arbitration.

Staff was excused when grievance appeals were completed.

The board reviewed a letter of agreement on meal receipt reimbursement. Mel Grieshaber explained how the agreement was reached. Motion was made by John Ost to accept the letter of agreement. Supported by Adam Douglas and MOTION CARRIED. Jim Johnson and Ray Sholtz voted no.

Randy Eicher briefed the board on gas masks and shaving exemptions. The 10% exemption limit was discussed. At this time, medical exemptions are given preference over seniority. A letter of agreement is being worked out.

Bill Henderson reported on the following topics:

A request from Ralph Golidy for a donation from the Crisis Fund for a member at SCF. Ray Sholtz moved to donate \$500.00. Supported by Cary Gross and MOTION CARRIED.

A request from Adam Douglas for a donation from the Crisis Fund for a member at NRF. The board authorized a \$250.00 donation.

A request for a donation from the Crisis Fund for a member from SMN. Scott Fischer moved to donate \$500.00. Supported by Adam Douglas and MOTION CARRIED.

A request for a donation from the Crisis Fund from Doug Bonno for a member at Camp Ottawa. Motion by Mike Taylor to donate \$250.00. Supported by Scott Fischer and MOTION CARRIED.

Reported that \$288.00 in funds left over from the Ionia Free Fair COPS Day was returned to MCO and placed in the Crisis Fund.

Reported on a recent meeting of the Efficiency Advisory Committee and distributed copies of the committee's minutes.

As the business for the day was concluded, Mike Taylor moved to adjourn. Supported by Bill Henderson and MOTION CARRIED. The meeting stood adjourned at 3:30 p.m.

The meeting reconvened and was called to order by President Tom Tylutki at 9:40 a.m. on Wednesday, November 9, 2005, at the MCO office in Lansing.

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

Bill Henderson reported on the following topics:

Discussed various insurance groups for MCO employees.

Updated the board on his efforts to retrieve a fax machine from a former MCO official. Motion by John Ost to bring charges against Mark Nelson for not returning MCO's property. Supported by Scott Fischer and MOTION CARRIED.

Advised that a fee payer had contacted him with questions concerning his status. Motion was made by John Ost to send a letter to officers at SMN explaining MCO's fee payer procedure. Supported by Mike Taylor and MOTION CARRIED.

Reported on several plans to change the Internet access for the MCO office. Motion by John Ost to select the plan offered by SBC for 256K dedicated Internet access. Supported by Jim Johnson and MOTION CARRIED.

Reported that it will cost \$330.28 for a locking system for grievance records. Motion was made John Ost to authorize the expenditure. Supported by Jim Johnson and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Discussed working overtime on a shift on the same day the officer takes annual leave. Advised that the state wants to round up hours, for instance from .39 to 40, on the mandatory overtime list. MCO strongly disagrees.

Advised that the seniority transfer list and the closer to home transfer list must be utilized before former Baldwin employees or new hires are transferred.

Explained the closer to home transfer procedure.

Advised that a letter has been sent to SEIU with the recently approved bylaws changes.

Reported that the state will be bidding out four or five different optional insurance plans, such as AFLAC. Motion by Adam Douglas to sign a letter of agreement with the state on the Optional Coverages Program. Supported by Jim Johnson and MOTION CARRIED.

Discussed various legislation, including a bill introduced by Representative Mark Schauer to make it a crime to throw feces or urine on an officer. MCO strongly supports this legislation.

Advised that MCO will soon be hiring to replace our building manager, Jim Flanders, who is retiring.

Reported that the GEO Group is suing the state for closing the private prison.

Discussed hiring a student intern on a part time basis. Motion by Scott Fischer to hire a student intern on a part time basis for one year to work under the direction of the Executive Director. Supported by Jim Johnson and MOTION CARRIED. John Ost, Ray Sholtz and Adam Douglas voted no.

John Ost reported on the activities of the Uniform Committee. The committee is looking at a different material for uniform pants. Several officers at MBP will test the pants. Advised that an officer reported that dry cleaning the shirt changed the look of the material. The committee will be looking into further complaints. Advised that a puncture proof glove will be offered to officers for purchase at their own expense. Advised that the state suggested that nametags be sewn on, but the committee did not recommend going with the idea.

Tom Tylutki reported on the following topics:

Distributed letters of thanks from recipients of Crisis Fund donations or bibles.

Reported that DOC is exploring expanding prisoner populations at various U.P. camps and KCF K Unit. MCO is advocating for additional staff.

Discussed Camp Branch renovations. Currently 5 prisoners to a room. DOC looking to expand to 3 double beds, 6 in a room. The possible addition of 22 beds would increase the population to 540.

Discussed the E-8 gun posts. Nothing yet back from DOC.

Reviewed an election challenge at SMN. Motion by Scott Fischer to sustain the results of the election. Supported by John Ost and MOTION CARRIED.

Discussed orientation training that was provided to new Chapter Presidents and Chief Stewards, and advised that steward training will soon be scheduled at the chapters.

Advised that the Union will be sending a letter to leaders on the CTO letter of agreement.

Advised that staff had started a collection to buy a Visa gift card as a retirement gift for our building manager, Jim Flanders. Motion by Adam Douglas that MCO give Jim Flanders a \$1000 Visa gift card for his retirement. Supported by John Ost and MOTION CARRIED.

Discussed wages for the Vice President, who will be coming on full time in January. Motion by Mike Taylor that the wage for the Vice President be \$5,000 less than what the Central Committee authorized for the President, as long as the Vice President position is full time. Supported by Jim Johnson and MOTION CARRIED. Ray Sholtz voted no.

Andy Potter reported on the following topics:

Reported on a phone poll he conducted of the board regarding a challenge to the election of chapter officers at ITF. The board voted to sustain the election.

Reported on the funeral of Officer Bullock, which he attended on behalf of MCO.

Reported on a phone poll of the board to enforce the board's original decision that Macomb hold a meeting on how to proceed with appointing chapter officials.

Reported that the new election ordered by the board for the Region III Vice President for the camps was completed.

Mike Taylor reported that he is working on another gun raffle for the Crisis Fund.

As there was no further business, motion was made by John Ost to adjourn. Supported by Cary Gross and MOTION CARRIED. The meeting stood adjourned at 1:28 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

MINUTES OF:
State Executive Board Meeting
SEIU Local 526M
December 12 & 13, 2005

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:40 a.m. on Monday December 12, 2005, at the MCO office in Lansing.

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

The minutes of the November 8 & 9, 2005, 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 following requests for donation/contributions were reported:

Request from Ponda Esu for a donation from the Crisis Fund to help a member at MRF. Motion by Mike Taylor to donate \$250.00. Supported by Scott Fischer and MOTION CARRIED.

Request from Phil Fleury for a donation from the Crisis Fund to help a member at HVM. Motion by John Ost to donate \$250.00. Supported by Jim Johnson and MOTION CARRIED.

Request from Dennis Beecham for a donation from the Crisis Fund to help a member at MTU. Motion by John Ost to donate \$250.00. Supported by Mike Taylor and MOTION CARRIED.

Request from Julie Cabana for a donation from the Crisis Fund to help a member at MCF. Motion by Adam Douglas to donate \$250.00. Supported by Jim Johnson and MOTION CARRIED.

Request from Steve Sears for a \$250.00 donation to the Vandercook Lake High School Bowling Team. Motion by Adam Douglas to approve the request. Supported by Mike Taylor and MOTION CARRIED.

Request from Mike Miller for a donation from the Crisis Fund to help a member at SMN. Motion by Adam Douglas to donate \$500.00. Supported by John Ost and MOTION CARRIED.

A quote from Keystone Printing for the printing of document folders was presented for review. Motion by John Ost to accept the quote. Supported by Adam Douglas and MOTION CARRIED.

The financial report for October 2005 was presented for review. Motion by Jim Johnson to accept the report as given. Supported by John Ost and MOTION CARRIED.

Bill Henderson presented proposed budget guidelines and projections for fiscal year 2006. Motion by John Ost to accept the 2006 guidelines/projections. Supported by Cary Johnson and MOTION CARRIED.

Mel Grieshaber reported on the following topics:

Discussed letters of agreement on meal period reimbursements and the optional coverage program.

Discussed the civil service audit of state employee insurances.

Reviewed gas mask issues and advised that Randy Eicher is working on a settlement.

Advised that Senator Mark Schauer has introduced legislation to require that all Michigan prisons be operated by MDOC, and prohibit private prisons.

Reported on issues regarding the recent inability to comp holiday overtime when the holiday not is worked. MCO will explore solutions.

Discussed a grievance regarding an involuntary change in RDOs.

Discussed the possibility of members making payroll deductions to a union's PAC fund. The Civil Service Commission is looking into any way to prohibit these payroll deductions. The State Chamber of Commerce is opposing the check-off. The Secretary of State may make a declaration or ruling.

Advised that SEIU Local 517M is organizing Michigan childcare workers. MCO supports their effort. This represents a possible win of 30 to 40 thousand new SEIU members. However, AFSMCE and UAW are attempting to organize as well.

Discussed the Change to Win Federation solidarity charters with local labor councils. Motion by Scott Fischer to allow the Executive Director the discretion to enter MCO into solidarity charters with certain select central labor councils. Supported by Mike Taylor and MOTION CARRIED.

Reported that a new locking system has been installed on the Kardex file cabinet that holds grievance files.

Reported on his discussion with Tony Lopez on the interpretation of whom to place according to their seniority on the mandatory overtime list.

Discussed the Michigan Prospect, a think tank created about 10 years ago that reviews issues such as taxes and the economy. Motion by Jim Johnson to donate \$2,000 to the Michigan Prospect. Supported by Adam Douglas and MOTION CARRIED.

The board went into executive session and then resumed normal business at 3:23 p.m.

Discussed alternative work schedules for MCO staff. Motion by John Ost to eliminate all permanent alternative work schedules. Supported by Adam Douglas and MOTION CARRIED. Andy Potter, Bill Henderson, Scott Fischer, and Mike Taylor voted no.

Tom Tylutki reported on the following topics:

Advised that that the Special Olympics has requested that MCO renew its support by donating \$15,500 to the torch run. Motion by John Ost to donate \$15,500 for the torch run. Supported by Bill Henderson and MOTION CARRIED.

Reported that a trial board found Mark Nelson guilty of the charges filed against him and voted unanimously to bar Mr. Nelson from holding Union office for three years from the date of the hearing. Thereafter, his eligibility to hold Union office will be contingent upon payment of a fine consisting of the cost of the equipment belonging to MCO and the cost for the trial board hearing.

Discussed preliminary requirements for steward training. Motion by John Ost that the steward home study course must be completed in order to attend steward classes. Supported by Cary Johnson and MOTION CARRIED.

The board went into executive session and resumed normal business at 4:30 p.m.

As the business of the day was completed, motion was made by John Ost to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 4:33 p.m.

The meeting of the State Executive Board reconvened and was called to order by President Tom Tylutki at 9:30 a.m. on Tuesday, December 13, 2005, at the MCO office in Lansing.

Roll call was taken and the following were present: Andy Potter, Bill Henderson, Tom Tylutki, Jim Johnson, Adam Douglas, Ray Sholtz, Mel Grieshaber, Cary Johnson, Scott Fischer and John Ost. Mike Taylor was delayed and arrived at 11:00 a.m.

Dave VanKoevering, Cynthia Beal, Randy Eicher, Karen Mazzolini, John Bowers, Tangee Laza and Chereilyn Dunlap joined the meeting.

The board reviewed grievances and took the following action:

11-045-05	Stanley Mroczek	Uphold Grievance Committee Decision
16-030-05	Mark Eveleth	Uphold Grievance Committee Decision
20-013-05	Elina Cobb	Uphold Grievance Committee Decision
21-090-05	Judith Williams	Uphold Grievance Committee Decision
21-106-05	Andre Chappel	Uphold Grievance Committee Decision
25-014-05	Lolita Hobbs	Uphold Grievance Committee Decision
26-004-05	Richard McCarty	Uphold Grievance Committee Decision
33-001-05	Mark Krawczak	Accept Settlement
33-002-05	James Prince	Uphold Grievance Committee Decision
42-044-05	Jeff Foldie	Accept Settlement
48-015-05	Neal Pelon	Uphold Grievance Committee Decision
53-013-05	John Lavergne	Uphold Grievance Committee Decision

It was also reported that grievance 40-005-05 was lost at arbitration and grievance 63-005-05 was settled prior to arbitration.

Staff was excused when the grievance appeals were completed.

Mel Grieshaber reported on the following topics:

Presented a letter of agreement between the Union and Employer on gas masks. Motion by John Ost to approve the letter of agreement. Supported by Cary Johnson and MOTION CARRIED.

Presented a letter of intent between the Union and Employer regarding CTO overtime. CTOs to be called for available mandatory overtime in the institution.

Reported on the Change to Win Federation Spring conference schedule.

Discussed MERIT.

Presented an internal union policy to protect the privacy of social security numbers. Motion by John Ost to adopt the policy as written. Supported by Mike Taylor and MOTION CARRIED.

John Bowers joined the meeting and discussed the merit of a grievance regarding an involuntary reassignment on 6-2 involving a change in RDOs. Motion was made by Mike Taylor that the grievance does not have merit and should not be considered for arbitration. Supported by John Ost and MOTION CARRIED.

Tom Tylutki reported on the following topics:

Prime RDOs. Super seniority does not allow a union officer to bid on RDOs outside the provisions of the contract; must bid by job classification.

Esu request. Ponda Esu asked to talk with board. It was the consensus of the board to invite him to meet with the board during its lunch break on 1/18/06.

Reviewed final draft of the gas mask LOA.

Reported on his recent tour of Straits and his attendance at two membership meetings.

Update on information regarding the Adrian escape.

Reported on a meeting with the Cotton Executive Board to discuss the vacated Chief Steward position and other local issues.

Reported on his tour of Baraga and meeting with Acting Warden McLemore and RPA MacMeekin.

Discussed the CTO max pay grievance.

MCO scholarship committee. By consensus of the board it was decided that retirees' children are eligible for the scholarship.

The next board meeting will be held on January 17 & 18, 2006.

John Ost reported that the Trustees reviewed the books and found everything in order. He also reported that the next Uniform Committee meeting will be held on February 23, 2006.

Adam Douglas reported that he and Ray Sholtz held a membership meeting with MRF members, as instructed by the board, to discuss the chapter's options to fill vacancies in chapter office. After discussion of the various options, the membership voted to let the chapter president make appointments to fill vacancies.

Mike Taylor reported that he toured Newberry, Alger, and Manistique. He discussed MDOC prisoner classification issues, his preparation for the next Crisis Fund raffle, and thanked the board for supporting him in his run for the 109th House seat.

Ray Sholtz discussed his visit to MRF with Adam Douglas. He also reported that Local 517M is organizing for SEIU in Region I. He has offered his help to SEIU in the organizing effort.

As there was no further business, motion was made by John Ost to adjourn. Supported by Ray Sholtz and MOTION CARRIED. The meeting stood adjourned at 2:00 p.m.

Respectfully Submitted,

Jim Johnson
Recording Secretary

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