

MINUTES OF:
State Executive Board
SEIU Local 526M
January 10, 2017

The meeting of the State Executive Board was called to order at 10:10 AM on Tuesday, January 10, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for October 2016. Motion by Ed Clements to accept the guidelines as presented. Supported by Brent Kowitz. Motion carried.
- Discussed purchasing t-shirts to be sold on the MCO website. Motion by Ray Sholtz to purchase the shirts. Supported by Scott Waggoner. Motion carried.
- Presented the budget projection for 2017. Motion by Ray Sholtz to accept the projection as presented. Supported by Ed Clements. Motion carried.

Crisis Fund Requests:

1. \$300 to help a member at SRF. Motion by Ed Clements. Supported by Byron Osborn. Motion carried.

Andy Potters Report (Chief of Staff):

- Reported that all MCO staff have attended harassment training.
- Updated the board on the new handbook for MCO employees.
- Updated the board on the progress of the Fallen Officers Memorial.
- Reported that KCF Officer interviews are completed on the Kinross riot.
- Announced that the O.P.E.I.U contract has been finalized.
- Discussed with the board purchasing 30 year pins and moving to a newly designed box for a retirement gift. Motion by Ray Sholtz to purchase 30 year pins and move to the new retirement gift. Supported by Ed Clements. Motion carried.

Tom Tyutki's Report (President)

- Discussed an issue with the closer to home transfer list. Motion by Brent Kowitz to approve an L.O.U. concerning a closer to home transfer. Supported by Bill Henderson. Motion carried.
- Will be attending a meeting for the selection of the 2017 Corrections Officer of the year.
- Discussed a meeting with the department concerning prisoner classification.
- Discussed the OCF pilot program for shift trading with the board. Motion by Brent Kowitz to extend the program for 2017. Supported by Byron Osborn. Motion carried.
- Discussed an upcoming arbitration hearing at the Detroit Detention Center.
- Discussed an issue with C.T.O. overtime and reassignment.
- Attended the New Employee School Graduation on December 21, 2016.
- Toured RGC, Michigan Reformatory, ICF, and DDC.

Cary Johnson's Report (Trustee)

- Discussed the MCO Uniform Committee. Addressing Officers being denied their uniform issue.
- Discussed a telephone interview with media on P.T.S.D.
- Discussed the purchasing of memorial coins for MCO.
- Reported on meeting attended with Department on Prisoner Classification.
- Reported on her attendance at the State Council Meeting.

Ray Sholtz's Report (Trustee)

- Presented the MCO military member committee minutes for board review.
- Submitted a document for MCO Military Member Advocates. Specifically addressing chain of command.

As there was no further business to discuss a motion was made by Ed Clements to adjourn at 1:50 p.m. Supported by Ray Sholtz. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
January 11, 2017

The meeting of the State Executive Board was called to order at 9:38 AM on Wednesday, January 11, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

| | | |
|-----------|---------------------|----------------------|
| 52-004-16 | Eric Cole | settled |
| 48-001-16 | Leonard Davis | settled |
| 44-028-15 | Wesley Lewis | settled |
| 27-014-16 | Jason Duncan | settled |
| 49-009-16 | Ashley Menchaca | settled |
| 20-001-16 | Keith Eaton | withdrawn |
| 41-029-16 | Aubrey Lyons | settled |
| 32-008-16 | Byron Osborn et al. | approved arbitration |
| 12-002-16 | Carlos Molina | withdraw |
| 20-024-16 | Jennifer Sierminski | arbitrate |
| 20-020-16 | Roger Heiple | imposed settlement |
| 05-094-15 | Ron McComb | imposed settlement |
| 05-004-16 | Matthew Dwyer | imposed settlement |
| 40-009-16 | Shane Dugan | arbitrate |
| 25-002-16 | Joseph Stevenson | imposed settlement |
| 06-008-16 | Kenneth Peterson | imposed settlement |
| 52-003-16 | Shawn Flack | withdraw |
| 41-041-16 | Malcolm Cook | uphold |
| 49-011-16 | Bryan Cannon | uphold |
| 31-011-16 | Tracy Cross | arbitrate |
| 31-010-16 | Devin Cross | arbitrate |
| 20-003-16 | Quenton Kizer | uphold |
| 20-004-16 | Quenton Kizer | arbitrate |

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the December 5th and December 6th State Executive Board Meetings. Motion by Ray Sholtz to approve the minutes as presented. Supported by Ed Clements. Motion carried.

Bill Henderson's Report (Treasurer):

- Reported on the internet server for MCO. Consensus of the board is to switch to A.J. Boggs as the new internet server.

As there was no further business to discuss a motion was made by Ed Clements to adjourn at 4:10 pm. Supported by Cary Johnson. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
February 14, 2017

The meeting of the State Executive Board was called to order at 9:50 AM on Tuesday February 14, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for November 2016. Motion by Byron Osborn to accept the guidelines as presented. Supported by Ed Clements. Motion carried.
- Presented the budget guidelines for December 2016. Motion by Cary Johnson to accept the guidelines as presented. Supported by Scott Waggoner. Motion carried.

Crisis Fund Requests:

1. \$300 to help a member at RGC. Motion by Scott Waggoner. Supported by Ed Clements. Motion carried.
 2. \$300 to help a member at Alger. Motion by Ray Sholtz. Supported by Brent Kowitz. Motion carried.
 3. \$300 to help a member at Newberry. Motion by Ed Clements. Supported by Scott Waggoner. Motion carried.
 4. \$300 to help a member at the Forensic Center. Motion by Ed Clements. Supported by Scott Waggoner. Motion carried.
 5. \$250 to help a member at Oaks. Motion by Ed Clements. Supported by Scott Waggoner. Motion carried.
 6. \$300 to help a member at the Forensic Center. Motion by Ed Clements. Motion carried.
 7. \$300 to help a member at Lakeland. Motion by Cary Johnson. Supported by Scott Waggoner. Motion carried.
 8. \$300 to help a member at Baraga. Motion by Cary Johnson. Supported by Brent Kowitz. Motion carried.
 9. \$300 to help a member at JCF. Motion by Scott Waggoner. Supported by Brent Kowitz. Motion carried.
 10. \$300 to help a member at Saginaw. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.
- Discussed with the board a proposal to purchase MCO flags. Motion by Ed Clements to purchase 10 MCO flags for \$950. Supported by Ray Sholtz. Motion carried.

Tom Tylutki's Report (President):

- Discussed a phone poll of the board for MCO to pay for the Officer of the year and their guest at the Officer of the year banquet. The consensus of the board was to pay for the Officer and their guest.
- Announced that there will be a new officer reception at MCO on 3/14/17 for the Raymond Booker class.
- Attended a meeting at KCF to discuss prisoner classification and toured the facility.
- Reported that Cary Johnson will be heading a new pilot program at JCF focusing on Security Threat Groups.
- Attended an arbitration hearing at DDC.
- Discussed an upcoming training council meeting
- Attended an efficiency meeting between MCO, MDOC, and OSE.
- Discussed a pilot program for shift trades at OCF. Motion by Ed Clements to expand the shift trade pilot program. Supported by Cary Johnson. Motion carried.

Cary Johnson's Report (Trustee);

- Attended a Fallen Officer Memorial meeting.
- Discussed a new hire seniority issue with the board, consensus of the board is that new hires returning may not use their seniority in accordance with Article 13 (1year)
- Will be heading a new pilot program at JCF focusing on Security Threat Groups.
- Attended the new hire meet and greet at the Michigan State Police.

Andy Potter's Report (Chief of Staff):

- Announced that the MCO employee handbooks have been completed and are being reviewed by MCO Legal Advisors.
- Updated the board on the progress of the Fallen Officers Memorial.
- Discussed the "One Voice" initiative with SEIU.

Ray Sholtz's Report (Trustee):

- Reported on an upcoming Military Committee meeting

Byron Osborn's Report (Trustee):

- Reported on an Efficiency Committee meeting.
- Attended a meeting at KCF concerning prisoner classification.

As there was no further business to discuss a motion was made by Ed Clements to adjourn at 1:00 pm. Supported by Cary Johnson. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
February 15, 2017

The meeting of the State Executive Board was called to order at 10:02 AM on Wednesday, February 15, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson. Andy Potter was excused.

The Board heard the following appeals:

| | | |
|-----------|-----------------------|-------------------|
| 07-007-16 | Trent Hengesbach | settled |
| 15-045-16 | Paul McPherson | settled |
| 30-009-16 | Keith McAllister | settled |
| 39-007-16 | Jared Pratt | settled |
| 48-005-16 | Brian Foreback | settled |
| 20-004-16 | Quenton Kizer | settled |
| 35-004-16 | Bertina Bowerman | settled |
| 54-006-16 | Jemile Green | settled |
| 48-004-16 | Nick Smith | impose settlement |
| 05-008-16 | Mark Bennett | impose settlement |
| 29-005-16 | Charles Hopkins | impose settlement |
| 32-009-16 | William Wilson | impose settlement |
| 05-020-15 | Robert Thelen | withdraw |
| 02-009-16 | Scott Waggoner et al. | withdraw |
| 39-005-16 | James Voorhees | hold |

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the January 10th and 11th State Executive Board meeting and appeals. Motion by Ray Sholtz to approve the minutes as presented. Supported by Scott Waggoner. Motion carried.

As there was no further business to discuss, a motion was made by Brent Kowitz to adjourn at 1:45 pm. Supported by Scott Waggoner. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
March 14, 2017

The meeting of the State Executive Board was called to order at 9:37 AM on Tuesday March 14, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

Andy Potter's Report (Chief of Staff):

- Discussed with the board MCO employees doing outside employment and legal work. The consensus of the board is that the Chief of Staff will determine if the work can be done on a case by case basis. The employee will request in writing;
Note: There will be no representation at Civil Service of non-members. There will be no representation of non-payers or fee-payers. No representation that is simultaneous during an active grievance. No representation of a Supervisor where it is a conflict with an MCO member.
- The board went into Executive session at 10:18 am. Motion by Ed Clements. Supported by Ray Sholtz. Motion carried. The board returned from Executive Session at 10:45 am on a motion by Ed Clements. Supported by Cary Johnson. Motion carried.
- Updated the board on the Fallen Officers Memorial.
- Discussed and reported to the board on "One Voice" national campaign progress.
- Discussed the national Fallen Officers event in Washington D.C.
- Discussed two Board initiatives chapter coaching and next generation MCO leadership development. Approved by the board.

Ray Sholtz's Report (Trustee):

- Discussed an upcoming Military Members committee meeting. The committee will be at the Jacobetti V.A. Home Birthday event.
- Announced that May 11th will be the first Military Advocate training session (Phase 2)
- Phase 3 of the Military Members initiative (Recruitment) has been initiated.

Ray Sholtz and Andy Potter were excused

Tom Tylutki's Report (President):

- Discussed making a donation to ACOIN. ACOIN is an organization that fights privatization in corrections. Motion by Scott Waggoner to donate \$5000. Supported by Ed Clements. Motion carried.
- Discussed purchasing a double door cooler for the office and removing the pop machine. Motion by Ed Clements to approve the purchase. Supported by Brent Kowitz. Motion carried.
- Reported to the board that an LOU has been signed for Baraga and Ojibway for a shift trade pilot. It is awaiting approval by the Civil Service Commission.

- Will be attending a new academy graduation at the Forensic Center.
- Congratulated Cary Johnson, MCO trustee, who was named Corrections Officer of the year.
- Attended an efficiency committee meeting
- Toured Saginaw and West Shoreline
- Attended a MAPO meeting
- Attended a memorial for a fallen Wayne State Police Officer.
- Attended a fund raiser for a retired officer from MTU.

Byron Osborn's Report (Trustee):

- Discussed an upcoming Efficiency committee meeting.
- Discussed and upcoming Facebook committee meeting on March 24, 2017.

Cary Johnson's Report (Trustee):

- Discussed Corrections Fatigue and new upcoming initiatives.
- Updated the board on the STG pilot program and JCF.
- Discussed upcoming Conservative Members meeting in Jackson.
- Was appointed to an SEIU Racial Justice Task Force.

Bill Henderson's Report (Trustee):

- Presented the budget guidelines for January 2017. Motion by Ed Clements to approve the guidelines as presented. Supported by Brent Kowitz. Motion carried.
- Discussed purchasing a Detroit Tigers ticket package to give away to members. Motion by Brent Kowitz to purchase package for \$1200 to give away to members. Supported by Cary Johnson. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the February 14-15 State Executive Board and Board Appeals meeting. Motion by Cary Johnson to accept the minutes as presented. Supported by Ed Clements. Motion carried.
- Attended ACA workshops in January.
- Discussed discipline on computer usage throughout the state.
- Discussed an upcoming Health and Safety meeting at IBC.

As there was no further business to discuss a motion was made by Ed Clements to adjourn at 3:30 pm. Supported by Scott Waggoner. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
March 15, 2017

The meeting of the State Executive Board was called to order at 9:36 AM on Wednesday, March 15, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson. Andy Potter and Ed Clements were excused.

The Board heard the following appeals:

| | | |
|-----------|---------------------|-----------------|
| 25-014-15 | Gary Paddock | settled |
| 25-002-17 | Gary Paddock | settled |
| 25-005-15 | Bob Burnett | settled |
| 25-008-15 | Benjamin Bronson | settled |
| 25-012-15 | Elwanda Ray | settled |
| 41-022-16 | Dawn Gale | settled |
| 20-024-16 | Jennifer Sierminski | settled |
| 64-011-16 | Larnell Simpson | impose |
| 44-017-16 | Michael Bryce | uphold |
| 44-015-16 | Lisa Felton | uphold |
| 51-011-16 | Kevin Campbell | uphold |
| 41-040-16 | Johnny Hill | approved to arb |
| 47-007-16 | Michael Lange | granted |
| 39-005-16 | James Voorhees | withdraw |

The trustees conducted an audit of MCO records. The board found all records in order

As there was no further business to discuss, a motion was made by Ray Sholtz to adjourn at 1:50 pm. Supported by Scott Waggoner. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
April 12, 2017

The meeting of the State Executive Board was called to order at 9:32 AM on Wednesday April 12, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

Motion by Ed Clements to go into executive session. Supported by Ray Sholtz. Motion carried.

Motion by Ed Clements to return from Executive session. Supported by Ray Sholtz. Motion carried.

Andy Potter's Report (Chief of Staff):

- Discussed with the board that the new MCO Employee Handbook has been finalized. Motion by Ray Sholtz to memorialize the new MCO Employee Handbook. Supported by Cary Johnson. Motion carried.
- Discussed the Fallen Officers Memorial and final details of the unveiling.
- Discussed upcoming "One Voice" meetings that the board will be attending. "One Voice" seeks to unite Corrections Officers throughout the country.
- Discussed the board attending the National Fallen Officers Memorial in Washington D.C.
- Reported that SEIU will conduct polling with MCO members.
- Discussed with the board Steve James, CMEC, be reimbursed for expenses by MCO and MCO to be reimbursed by the SEIU State Council. By consensus the board approved.
- Discussed an upcoming Conservative Member Engagement Training on April 19th.

Motion by Cary Johnson to go into Executive Session. Supported by Ray Sholtz. Motion carried.

Motion by Ed Clements to return from Executive Session. Supported by Scott Waggoner. Motion carried.

Andy Potter was excused at 10:45 AM.

Bill Henderson's Report (Treasurer)

- Reported on a bid for landscaping around the Fallen Officers Memorial. Motion by Ray Sholtz to authorize \$2900 for the landscaping. Supported by Scott Waggoner. Motion carried.

Crisis Fun Requests:

1. \$300 to help a member at MTU. Motion by Byron Osborn. Supported by Scott Waggoner. Motion carried.

2. \$300 to help a member at ICF. Motion by Scott Waggoner. Supported by Brent Kowitz. Motion carried.
3. \$300 to help a member at JCF. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
4. \$300 to help a member at JCF. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
5. \$300 to help an ARU officer. Motion by Byron Osborn. Supported by Cary Johnson. Motion carried.

Brent Kowitz Report (Recording Secretary):

- Presented the minutes for the March 14th and 15th State Executive Board and Board Appeals. Motion by Ed Clements to accept minutes as presented. Supported by Scott Waggoner. Motion Carried.
- Toured the Forensic Center on March 20th.
- Discussed an upcoming member engagement meeting in Jackson.
- Discussed with the board the upcoming Crisis Fund Gold Outing on August 18th. Motion by Ray Sholtz to allow up to \$1500 for startup costs for the outing. Supported by Ed Clements. Motion carried.

Andy Potter returned to the meeting at 12:30pm.

Anita Lloyd presented to the board a proposal for a brochure for “we do it so you don’t have to”. Motion by Ray Sholtz to approve \$1644.0 for 1000 brochures. Supported by Brent Kowitz. Motion carried.

Cary Johnson’s Report (Trustee):

- Reported on the SGT pilot program at JCF.
- Reported on “Lean” training and a recruitment session she attended.

Ray Sholtz Report (Trustee):

- Discussed an upcoming military member initiative at the Jacobetti Home for Vets in Marquette.

Byron Osborn’s Report (Trustee):

- Reported on a Facebook committee meeting on March 24th and the parameters set by the committee.
- Reported on an Efficiency Committee Meeting. Discussed vacancy and relief factors for CTO’s

Scott Waggoner’s Report (Trustee):

- Attended a Facebook committee meeting on March 24th.

Motion by Ray Sholtz to adjourn meeting at 2:10 pm. Supported by Cary Johnson. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
April 13, 2017

The meeting of the State Executive Board was called to order at 9:45 AM on Thursday, April 13, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz, Bill Henderson, Andy Potter, and Ed Clements

The Board heard the following appeals:

| | | |
|-----------|-------------------|----------------|
| 12-006-16 | Richard Little | settled |
| 25-003-15 | William Frank | settled |
| 25-004-15 | Michael O’Kelley | settled |
| 25-006-15 | Timothy Gormley | settled |
| 25-007-15 | David Brault | settled |
| 25-009-15 | Matthew Lancaster | settled |
| 27-002-17 | David Smith | settled |
| 48-003-16 | Ruth Brown | settled |
| 20-007-16 | Cary Johnson | settled |
| 35-001-17 | Vickie Barnett | uphold |
| 24-002-17 | Sherlundra Ellis | uphold |
| 54-001-17 | Glenie Cross | uphold |
| 12-005-16 | Michael Peller | seek extension |
| 35-009-16 | Vickie Barnett | uphold. |

Anita Lloyd presented an overview to the board of media advertisements for corrections officers week. Motion by Ed Clements to take a full page color ad for \$2191 in the Lansing State Journal and 50,000 impressions on MLIVE for \$570. Supported by Ray Sholtz. Motion carried.

Tom Tylutki’s Report (President):

- Announced that Cary Johnson has been appointed to the Departments Wellness Committee.
- Appointed Scott Waggoner to the New Millennial committee.
- Announced that Ray Sholtz has been appointed to the Departments Military Affairs committee.
- Reported on New Employee Schools:
April 10- 140 new officers
June – 100 new officers
July – 40 new officers at WHV
- Reported on the south east Michigan Children’s Day picnic.
- Toured Parnell, Carson City, CFP, and WHV.
- Brought in Chereilyn Dunlap who presented to the board a vendor DMO called Golden Dental and discussed with the board their dental benefits.

As there was no further business to discuss a motion to adjourn was made by Ray Sholtz at 1:25 pm. Supported by Ed Clements. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
May 8, 2017

The meeting of the State Executive Board was called to order at 10:26AM on Wednesday April 12, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

The Board heard the following appeals:

| | | |
|-----------|------------------|---------|
| 29-003-16 | Russell Doyle | Settled |
| 20-004-17 | Antonio Ward | Settled |
| 41-008-17 | Herbert Mueller | Settled |
| 44-019-16 | Robin Kent | Settled |
| 25-015-16 | Charles Drummer | Settled |
| 15-015-17 | Lawrence Rihel | Settled |
| 18-015-16 | Nicholas Mericle | Impose |
| 29-011-16 | James Vance | Impose |
| 05-019-16 | Carey Upper | Impose |
| 41-004-16 | Darrin Rushing | Impose |
| 41-027-16 | Darrin Rushing | Impose |

Motion by Cary Johnson to go in to Executive session at 12:22 pm. Supported by Ray Sholtz.
Motion carried.

Motion to return from Executive session at 12:37 by Ed Clements. Supported by Cary Johnson.
Motion carried.

Ray Sholtz was excused to attend a meeting with the department at 12:37pm

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for February 2017. Motion by Ed Clements to accept the guidelines as presented. Supported by Cary Johnson. Motion carried.
- Presented the budget guidelines for March 2017. Motion by Ed Clements to accept the guidelines as presented. Supported by Brent Kowitz. Motion carried.
- Toured all facilities in the U.P. and reported they went well.

Crisis Fund Requests:

1. \$300 to help a member at OCF. Motion by Bill Henderson. Supported by Brent Kowitz. Motion carried.
2. \$300 to help a member at Baraga. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.

3. \$300 to help a member at LRF. Motion by Scott Waggoner. Supported by Byron Osborn. Motion carried.
4. \$300 to help a member at Marquette. Motion by Ed Clements. Supported by Brent Kowitz. Motion carried.
5. \$300 to help a member at RMI. Motion by Bill Henderson. Supported by Ed Clements. Motion carried.
6. \$300 to help a member at TCF. Motion by Byron Osborn. Supported by Bill Henderson. Motion carried.
7. \$300 to help a member at SRF. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Attended a conservative member engagement committee meeting in Jackson.
- Attended a conservative member engagement committee meeting in Ionia.
- Attended the "One Voice" initiative at MCO.
- Discussed officer discipline in the department.
- Reported on a health and safety meeting at IBC.

Andy Potter's Report (Chief of Staff):

- Reviewed and discussed the Fallen Officers Memorial unveiling with the board and thanked all who attended.
- Discussed in detail with the board leadership development initiatives for chapters.
- Discussed using Mel Grieshaber for the "One Voice" SEIU initiative promoting corrections officers nationwide. Consensus of the board was to allow Mel Grieshaber to attend the meetings and cover his travel expenses.

Cary Johnson's Report (Trustee):

- Discussed the STG pilot program at JCF
- Has been appointed to the departments wellness committee.
- Attended the "One Voice" initiative at MCO
- Attended Law Enforcement Banquet in Jackson for Officer of the Year.
- Discussed discipline in the department

Ed Clements' Report (Trustee):

- Attended a Military member's committee meeting. The committee volunteered the Jacobetti Home for Veterans for a days events.
- Attended the "One Voice" initiative at MCO

Byron Osborn's Report (Trustee):

- Toured RGC, IBC, and RMI
- Attended member engagement meetings in Ionia

Scott Waggoner's Report (Trustee):

- Attended a conservative member engagement meeting in Jackson.
- Attended the "One Voice" initiative at MCO

Tom Tylutki's Report (President):

- Toured all prisons in the upper peninsula and reported that they went very well.
- Toured Macomb and received a flag from the department in honor of Officer Clarence Hammons.
- Discussed with the board the MCO Scholarship committee. Motion by Ed Clements to allow 20 scholarships for the MCO scholarship fund. Supported by Cary Johnson. Motion carried.
- Thanked all who attended the Fallen Officers Memorial. Special thanks to Andy Potter for his work on the project and organization of the day.

Meeting adjourned at 2:27 pm on a motion by Ed Clements. Supported by Brent Kowitz. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
June 12, 2017

The meeting of the State Executive Board was called to order at 9:00 AM on Monday June 12, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz and Bill Henderson.

Motion to go into Executive Session at 9:00 AM by Brent Kowitz. Supported by Ed Clements.
Motion Carried.

Motion by Ed Clements to exit Executive Session at 12:08 PM. Supported by Cary Johnson.
Motion Carried.

Andy Potter's Report (Chief of Staff):

- Discussed the Next Generation of Leaders project with the board.
- Announced that the Officer Dignity Initiative video won a Telly award. More than 12,000 entries from all 50 states and 5 continents were submitted.
- Discussed with the board the SEIU led Midwest Initiative.
- Discussed upcoming meetings with Mainstay Capital who offers investment opportunities for MCO members.
- Discussed with the board upcoming Listening Sessions.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for April 2017. Motion by Cary Johnson to accept the guidelines as presented. Supported by Ray Sholtz. Motion Carried.
- Reported on a fundraising raising event in Saginaw for Nicole Barney.

*General Fund Requests:

1. Motion by Ed Clements to authorize \$420 to fund a booth at the Upper Peninsula State Fair. Supported by Scott Waggoner. Motion Carried.
2. Motion by Andy Potter to donate the same money as last year to the Ionia Free Fair. Supported by Ed Clements. Motion Carried.

Crisis Fund Requests:

1. \$500 to help a member at RGC. Motion by Ed Clements. Supported by Cary Johnson. Motion Carried.
2. \$300 to help a member at SRF. Motion by Bill Henderson. Supported by Andy Potter. Motion Carried.
3. \$300 to help a member at TCF. Motion by Bill Henderson. Supported by Andy Potter. Motion Carried.

4. \$300 to help a member at URF. Motion by Ed Clements. Supported by Ray Sholtz. Motion Carried.
5. \$500 to help a member at SRF. Motion by Bill Henderson. Supported by Cary Johnson, Motion Carried.
6. \$300 to help a member at DRF. Motion by Brent Kowitz. Supported by Byron Osborn. Motion Carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the April 12th and 13th State Executive Board Meeting & Appeals. Motion by Ray Sholtz to accept the minutes as presented. Supported by Bill Henderson. Motion Carried.
- Presented the minutes for the May 8th State Executive Board & Appeals. Motion by Ed Clements to accept minutes as presented. Supported by Cary Johnson. Motion Carried.
- Reported on an upcoming Health and Safety Committee Meeting at DRC.
- Discussed an upcoming Conservative Members Engagement Committee Meeting in Jackson.

Byron Osborn's Report (Trustee):

- Reported on an Engagement Meeting held with Kinross and Chippewa.

Scott Waggoner's Report (Trustee):

- Reported on a Conservative Members Engagement Committee Meeting held in Adrian.
- Beginning to go through the MCO Steward manual. Looking at possibly revamping it and asked the board for input.
- Reported on the Millennial Committee.

Ed Clements's Report (Trustee):

- Reported on an event help in Baraga. Raised \$330 for the Military Members Committee.

Cary Johnson's Report (Trustee):

- Discussed issues with the grievance procedure and interviews with staff.
- Discussed issues with the misconduct process.
- Reported on an upcoming Uniform Committee Meeting.
- Reported to the board on a meeting of the Racial Justice Task Force.

Ray Sholtz's Report (Trustee):

- Reported to the board on a MDOC Military Committee Meeting.
- Discussed an upcoming event at the Ann Arbor V.A. by the Military Members Committee.
- Discussed the Resource Manual for Military Veterans.

Tom Tylutki's Report (President):

- Reported on the Children's Day picnic in southeast Michigan. Will be held 8-19-17.
- Discussed with the board a recent set RDO petition at ICF.
- Discussed a member complaint at MTF.
- Reported to the board a reconciliation of administrative leave with the Department.
- Discussed the upcoming chapter elections and the process to be followed.

- Reported on a New Employees School starting 6-19-17 with 125 Officers.
- Discussed the RUO hearing, upcoming on 6-13-17.

Motion to adjourn at 2:10 PM by Ed Clements. Supported by Ray Sholtz. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
June 14, 2017

The meeting of the State Executive Board was called to order at 9:35 am on June 14, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Scott Waggoner, Brent Kowitz, Cary Johnson, Byron Osborn, Ray Sholtz, Ed Clements, Tangee Laza, Karen Mazzolini, and Stephanie Short. Excused were Bill Henderson, Jeff Foldie, and Shawn Davis.

The Board heard the following appeals:

| | | |
|-----------|------------------|---------------------|
| 40-003-17 | Kevin Hemmila | Settled |
| 24-001-17 | Jon Nehf | Settled |
| 22-003-17 | Gerald Parker | Settled |
| 12-005-16 | Michael Pellar | Settled |
| 44-018-16 | Nick White | Settled |
| 02-016-16 | Jason Bierman | Settled |
| 54-001-16 | Charles Brown | Split |
| 05-001-17 | Tory King | Impose |
| 48-005-17 | Scott Tefft | Impose |
| 51-004-17 | James Richardson | Arbitrate |
| 51-008-17 | James Richardson | Arbitrate |
| 20-003-17 | Justin Palmer | Arbitrate |
| 49-001-17 | Bryan Cannon | Arbitrate |
| 51-012-16 | Darrin Johnson | Arbitrate |
| 41-048-16 | Porter Smith | Withdraw |
| 20-002-17 | Scott Bungart | Arbitrate |
| 47-005-16 | Michael Gieskin | Withdraw |
| 41-004-17 | Malcolm Cook | Withdraw (personal) |
| 41-005-17 | Malcolm Cook | Withdraw (personal) |

Meeting adjourned at 2:27 pm on a motion by Ed Clements. Supported by Brent Kowitz. Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
July 18, 2017

The meeting of the State Executive Board was called to order at 10:00 am on July 18, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Scott Waggoner, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter was excused and Ray Sholtz was excused to attend a meeting with the Department.

The Board, on a conference call, listened to a report from Oaks President Mark Dunn concerning segregation changes and standards in Michigan.

The Board heard grievance appeals and took the following actions:

| | | |
|-----------|------------------|----------|
| 51-004-17 | James Richardson | Withdraw |
| 51-008-17 | James Richardson | Withdraw |
| 20-003-17 | Justin Palmer | Withdraw |
| 20-002-17 | Scott Bungart | Withdraw |

Staff reported on the status of the following grievances:

| | | |
|-----------|--------------------|---------|
| 40-009-16 | Shane Dugan | Settled |
| 20-008-17 | Jack Garbry | Settled |
| 20-009-17 | Ronda Dittenber | Settled |
| 20-001-17 | Ronald Fitzpatrick | Settled |
| 51-009-17 | Jamie Brockwell | Settled |
| 51-010-17 | Matthew Addison | Settled |
| 32-001-17 | Chris Batho | Settled |

Staff dismissed after appeals.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for May 2017. Motion by Brent Kowitz to accept the guidelines as presented. Supported by Cary Johnson. Motion Carried.
- Announced the winners of the MCO scholarships.

Crisis Fund Requests:

1. \$300 to help a member at MBP. Motion by Ed Clements. Supported by Bill Henderson. Motion Carried.
2. \$300 to help a member at SRF. Motion by Ed Clements. Supported by Scott Waggoner. Motion Carried.

3. \$300 to help a member at ECF. Motion by Ed Clements. Supported by Brent Kowitz. Motion Carried.
4. \$300 to help a member at AMF. Motion by Scott Waggoner. Supported by Brent Kowitz. Motion Carried.
5. \$300 to help a member at IBC. Motion by Bill Henderson. Supported by Ed Clements. Motion Carried.
6. \$300 to help a member at DRF. Motion by Byron Osborn. Supported by Scott Waggoner. Motion Carried.
7. \$300 to help a member at DRF. Motion by Bryon Osborn. Supported by Ed Clements. Motion Carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the June 12th & June 14th State Executive Board Meeting & Appeals. Motion by Cary Johnson to accept the minutes as presented. Supported by Bill Henderson. Motion Carried.
- Reported to the Board on a scenario using cell phone detection at SMT.
- Discussed a CMEP meeting held in Jackson on June 20th.
- Updated the Board on the upcoming MCO crisis fund golf outing.
- Discussed discipline in the Department.

Ray Sholtz joined the meeting at 12:15pm.

Scott Waggoner's Report (Trustee):

- Reported to the Board on a young workers conference.
- Discussed discipline at ARF.
- Reported on a listening tour conducted with members that he attended.

Cary Johnson's Report (Trustee):

- Reported on the Uniform Committee. Discussed new uniform shirts approved at DDC.
- Discussed the Civil Rights Committee and possible upcoming projects.
- Discussed PTSD issues in corrections and an upcoming interview she has with the Lansing State Journal.
- Reported on the MCO scholarship Committee.

Ray Sholtz's Report (Trustee):

- Reported on a Thank You Letter received from the Ann Arbor BA thanking the Military Members Committee for sponsoring a fundraiser.
- Discussed with the Board purchasing MCO Hockey Jerseys for a hockey team comprised of MCO members. Motion by Cary Johnson to purchase the jerseys (\$750) for MCO advertisement. Supported by Scott Waggoner. Motion carried.

Tom Tylutki's Report (President):

- Discussed with the Board purchasing additional contract books for future classes. Motion by Ed Clements to authorize purchasing an additional 1000 contract books at a cost of \$5493. Supported by Ray Sholtz. Motion carried.

Meeting was adjourned at 1:50pm. Motion by Ray Sholtz. Supported by Scott Waggoner.
Motion carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
July 20, 2017

The meeting of the State Executive Board was called to order at 9:45 AM on July 20, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Scott Waggoner, Brent Kowitz, and Bill Henderson.

The Board heard the following appeals:

The Board heard grievance appeals and took the following actions:

| | | |
|------------|--------------------------|------------------|
| 49-006-17 | Nicholas Sata | Arbitrate |
| 35-003-17 | Skip Barnett | Impose |
| 35-002-17 | Skip Barnett | Impose |
| 41-014-17 | Paula Burbary | On Hold |
| 43-002-17 | David Faulkner | Uphold Committee |
| 22-002-16 | Travis Terry | Uphold Committee |
| 64-003-17 | Eldridge James | Arbitrate |
| 24-003-17 | Guillermo Santiago-Davis | On Hold |
| 29-002-17 | Brandon Canty | Uphold Committee |
| CFO-008-16 | Lori Groszowski | Withdraw |

Staff reported on the status of the following grievances:

| | | |
|-----------|---------------|---------|
| 27-003-17 | Linda Slusser | Settled |
|-----------|---------------|---------|

Staff dismissed after appeals.

Andy Potter's Report (Chief of Staff):

- Reported to the Board that the second round of staff-led listening tours are beginning.
- Updated the Board on the One Voice initiative promoting corrections officers in the United States, a national campaign.
- Reviewed and updated the board on the SEIU led Midwest Initiative.
- Discussed the Next Generation of Officers program and some of the early feedback.
- Discussed the MCO PAC fund with the board.
- Discuss the Together We Rise Program.
- Tara gave a report on Member Benefit Toolkit.
- Discussed with the board promoting recruitments with the Department. Motion by Bill Henderson to sponsor a full page ad promoting recruitment. Supported by Cary Johnson Motion carried.

Motion to go into Executive Session at 2:34 PM by Ed Clements. Supported by Ray Sholtz. Motion Carried.

Motion by Cary Johnson to exit Executive Session at 2:58 PM. Supported by Ray Sholtz. Motion Carried.

Tom Tylutki's Report (President):

- Discussed the RUO lawsuit with the Board. Motion by Brent Kowitz to pursue the lawsuit to the Michigan Supreme Court. Supported by Ray Sholtz. Motion carried.
- Discussed bargaining for the next MCO contract and recommended that Andy Potter be recognized as the chairperson for bargaining. Motion by Bill Henderson to recognize Andy Potter as the lead negotiator for MCO. Supported by Brent Kowitz. Motion carried.
- Reported that a New Employee School started on 7-17-17 at WHV.
- Attended a membership meeting at Macomb.
- Discussed sponsoring a hole for the MAPO golf outing. Motion by Bill Henderson to approve \$250 to sponsor a hole for the outing. Supported by Byron Osborn. Motion carried.

Motion to adjourn at 3:40 PM by Ed Clements. Supported by Byron Osborn. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
August 16, 2017

The meeting of the State Executive Board was called to order at 10:25 am on August 16, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Scott Waggoner was excused.

The Board heard grievance appeals and took the following actions:

| | | |
|------------|--------------------------|-----------------------|
| CFO-017-17 | Raychelle Woolfolk | Withdraw |
| CFO-015-17 | Antonio Harrison | Withdraw |
| 49-002-17 | Isaac Ogungbola | Withdraw |
| 49-004-17 | Jason Gonzalez | Arbitrate |
| 25-016-16 | Terry Kosiara | Withdraw |
| 15-008-17 | Amber Dotson | Withdraw |
| 47-002-17 | Clifford Branch | Approved to Arbitrate |
| 24-003-17 | Guillermo Santiago-Davis | Approved to Arbitrate |

Staff reported on the status of the following grievances:

| | | |
|-----------|-------------------|---------|
| 40-004-17 | Connor Wilson | Settled |
| 48-001-17 | Harold Ellison | Settled |
| 48-003-17 | Vernon Dumond | Settled |
| 48-004-17 | Matthew Hall | Settled |
| 64-007-17 | Antonio Henderson | Settled |

Staff dismissed after the appeals.

Bill Henderson's Report (Treasurer):

- Presented to the board a proposal to purchase a 50th Anniversary coin for Christmas packages this year and eliminate the wall calendar. Motion by Ed Clements to authorize the coin purchase. Supported by Byron Osborn. Motion Carried.
- Presented the budget guidelines for May 2017 and June 2017. Motion by Byron Osborn to accept the guidelines as presented. Supported by Ed Clements. Motion Carried.

Meeting was adjourned at 2:02pm. Motion by Ed Clements. Supported by Ray Sholtz. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
August 17, 2017

The meeting of the State Executive Board was called to order at 9:30 AM on August 17, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ed Clements, Ray Sholtz, Cary Johnson, Byron Osborn, Brent Kowitz, and Bill Henderson. Scott Waggoner was excused.

The Board heard grievance appeals and took the following actions:

| | | |
|-----------|---------------|-----------|
| 29-003-17 | Jon McVay | Withdraw |
| 48-006-17 | Heath Gillis | Withdraw |
| 41-014-17 | Paula Burbary | Arbitrate |

Staff dismissed after appeals.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the July 18th and July 20th State Executive Board meeting. Motion by Ed Clements to approve the minutes. Supported by Ray Sholtz. Motion Carried.
- Attended a CMEP committee meeting in Lansing.

Tom Tylutki's Report (President):

- Presented the board with an L.O.U for Ojibway and Baraga on a Shift Swap pilot. Motion by Ray Sholtz to approve the L.O.U. for both facilities. Supported by Ed Clements. Motion Carried.
- Presented the board with an L.O.U. at MCF concerning scheduled days off. Motion by Ed Clements to approve the L.O.U. at MCF through Dec 31, 2018. Supported by Ray Sholtz. Motion Carried.
- Discussed the MCO Golf Outing and thanked all who are attending.
- Discussed the MCO Children's Day Picnic that will be held on August 19th.
- Reported on recent arbitration hearings and reported that 8 members have been returned with back pay.
- Reported on New Employee Schools starting on 9-11-17. 160 new officers.
- Reported on the Segregation committees progress.
- Reported on tours at WHV.
- Discussed a meeting with the Department of Justice concerning a lawsuit at WHV.

Andy Potter's Report (Chief of Staff):

- Presented a detailed proposal to the board for internal marketing and branding campaign called "Move Forward" as we approach the 50th Anniversary of MCO. Motion by Bill Henderson to authorize \$35,000. Supported by Brent Kowitz. Motion Carried.
- Discussed the upcoming anniversary of the Kinross Riot.
- Met with recruitment to discuss military members assisting in recruiting officers for the Department.
- Reported that appx. 2000 people participated in Cops Day event held in Ionia. Deputy Director Ken McKee thanked MCO for their participation.
- Discussed upcoming Civil Service proposals for 9/20/2017.
- Discussed upcoming bargaining and strategy moving into meetings.
- Discussed outside threats towards public employees upcoming. Example: Mackinaw Center.
- Reported on a conservative member meeting held with three Republican legislators.

Ray Sholtz's Report (Trustee):

- Reported on the CMEP committee meeting held in Lansing.
- Met with recruitment to discuss military members assisting in recruiting officers for the Department.

Cary Johnson's Report (Trustee):

- Reported on the activities of the Uniform Committee.
- Reported on speaking at the New Employee School Graduation in Lansing.
- Reported on the CMEP committee meeting held in Lansing.

Ed Clements's Report (Trustee):

- Reported on the CMEP committee meeting held in Lansing.
- Attended membership meetings in Marquette and Kinross.
- Reported on the segregation committees' meetings.

Byron Osborn's Report (Trustee):

- Reported on the CMEP committee meeting held in Lansing.

Motion to adjourn at 1:16 PM by Ed Clements. Supported by Byron Osborn. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
September 19, 2017

The meeting of the State Executive Board was called to order by Tom Tylutki at 9:50 am on September 19, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter and Bill Henderson were excused.

The Board heard grievance appeals and took the following actions:

| | | |
|-----------|-------------------|-----------|
| 51-003-17 | Justin Pritchard | Withdraw |
| 02-009-17 | Clinton Bradley | Upheld |
| 02-010-17 | Clinton Bradley | Upheld |
| 27-021-17 | Michael Bocek | Arbitrate |
| 15-013-17 | Michael Daugherty | Arbitrate |
| 47-002-17 | Clifford Branch | Arbitrate |
| 51-012-17 | Regina Lowe | Upheld |
| 49-006-17 | Nicholas Sata | Arbitrate |
| 15-018-17 | Kenesha Thomas | Pre-Arb |
| 20-017-17 | Vernice Anderson | Hold |

Staff reported on the status of the following grievances:

| | | |
|------------|---------------------|---------|
| 29-010-17 | David Hill | Settled |
| 20-012-17 | Jennifer Sierminski | Settled |
| 20-013-17 | Monica Rivas | Settled |
| 22-008-17 | Ron Kubicek | Settled |
| 27-005-17 | Raqueem Williamson | Settled |
| 27-006-17 | Raqueem Williamson | Settled |
| 41-020-17 | Marion Owens | Settled |
| 44-009-17 | Steven Bauer | Settled |
| 49-008-17 | Travis Brown | Settled |
| 07-002-17 | Gregory Kemp | Settled |
| 41-014-17 | Paula Burbary | Settled |
| 41-040-16 | Johnny Hill, et al. | Settled |
| 49-004-17 | Jason Gonzalez | Settled |
| 51-012-16 | Darrin Johnson | Settled |
| CFO-011-16 | Rosswell Randolph | Settled |
| CFO-072-15 | Nate Cherry | Settled |

Staff reported on the following arbitration decisions:

| | | |
|-----------|-----------------|-------|
| 27-016-16 | Derick Rogers | Loss |
| 31-011-16 | Tracy Cross | Win |
| 31-010-16 | Devin Cross | Split |
| 25-003-17 | Timothy Gormley | Win |
| 25-004-17 | Mark Gunn | Win |
| 25-005-17 | Thomas Huard | Win |
| 25-006-17 | Richard Marino | Win |
| 25-007-17 | Robert Poli | Win |
| 25-008-17 | James Rupright | Win |
| 25-009-17 | Shawn Wagner | Win |

Staff were dismissed after the appeals.

Meeting was adjourned at 2:09pm. Motion by Ed Clements. Supported by Scott Waggoner.
Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
September 21, 2017

The meeting of the State Executive Board was called to order by Tom Tylutki at 10:15 AM on September 21, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Brent Kowitz, Scott Waggoner, and Bill Henderson. Ed Clements was excused.

The Board heard grievance appeals and took the following actions:

18-012-17 Mike Leo, et al. Approved to Arb

Staff were dismissed after appeals.

Bill Henderson's Report (Treasurer):

- Presented the financial report for July 2017 for review. Motion by Ray Sholtz to approve the report as presented. Supported by Brent Kowitz. Motion carried.
- Reported to the board on a joint effort with the Department to waive college credit requirements for former and current military members. Consensus of the board is to support the joint effort.
- Reported that he was elected as co-chair of the Michigan Corrections Officer Training Council.
- Distributed coaching packets to the board and asked for feedback.
- Reported on the cost for a new air conditioning unit for the MCO office. Motion by Cary Johnson to approved \$17,000 for the cost. Supported by Brent Kowitz. Motion carried.
- Crisis Funds Request:
 - \$300 to help a member at CFP. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
 - \$300 to help a member at ARF. Motion by Cary Johnson. Supported by Brent Kowitz. Motion carried.
 - \$300 to help a member at URF. Motion by Byron Osborn. Supported by Ed Clements. Motion carried.
 - \$300 to help a member at AMF. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.
 - \$300 to help a member at URF. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
 - \$300 to help a member at SRF. Motion by Brent Kowitz. Supported by Bill Henderson. Motion carried.
 - \$300 to help a member at DDC. Motion by Byron Osborn. Supported by Ed Clements. Motion carried.
 - \$300 to help a member at AMF. Motion by Scott Waggoner. Supported by Bryon Osborn. Motion carried.

- \$300 to help a member at ARF. Motion by Brent Kowitz. Supported by Scott Waggoner. Motion carried.
- \$300 to help a member at URF. Motion by Byron Osborn. Supported by Ed Clements. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the August 16th and August 17th State Executive Board meeting. Motion by Cary Johnson to approve the minutes as printed. Supported by Bill Henderson. Motion Carried.
- Reported to the board on charges filed on a chapter official at CFP. Motion by Scott Waggoner to not refer the trial board. Supported by Bill Henderson. Motion carried.
- Reported on the MCO Crisis Fund Golf Outing and thanked all for their support.
- Reported on his attendance at ACA workshops.
- Reported to the board on a Health and Safety meeting held at DRC.

Andy Potter's Report (Chief of Staff):

- Reported on upcoming Chapter Leader training "Communicating for Success/Government Relations Training." Motion by Byron Osborn to allow \$1,500 for purchasing supplies for the training. Supported by Brent Kowitz. Motion carried.
- Updated the board on the "Move Forward" Campaign.
- Debriefed the board on the MCSC meeting held on September 20th.
- Discussed with the board the New State computer program called Sigma. Tom and Andy will be setting up a meeting with OSE to discuss the new system.
- Discussed with the board the Next Generation of Leaders movement at MCO.

The board went into executive session at 12:15PM. Motion by Ray Sholtz. Supported by Scott Waggoner. Motion carried.

The board exited executive session at 12:30PM. Motion by Brent Kowitz. Supported by Ray Sholtz.

Ray Sholtz's Report (Trustee):

- Presented a check to the MCO Crisis fund from the MDOC employee engagement committee for \$175. This money was raised from a recent golf outing.
- Discussed upcoming military advocate training scheduled in October.
- Attending a meeting today for recommendations from the EPIC military team.
- Reported that the MCO Military members committee now has their own tax id number. Thanked Tom Tylutki for his donation.

Ray Sholtz was dismissed to attend a meeting at the department.

Tom Tylutki's Report (President):

- Reported that the Carson City's Chapter elections will be by mail in ballot per the State Board.
- Discussed an issue with Chapter Elections at WHV. Motion by Andy Potter to conduct a mail in ballot for the office of Vice President. Supported by Byron Osborn. Motion carried.
- Discussed an issue with chapter elections at the Brooks facility. Motion by Bill Henderson to approve mail in ballot. Supported by Byron Osborn. Motion carried.
- Reviewed a lawsuit that was filed on behalf of a member at SMT. Motion by Bill Henderson to withdraw the lawsuit and pursue the matter through arbitration. Supported by Scott Waggoner. Motion carried.
- Discussed an issue with an acting C.R.R. and where they should be placed on the overtime list. The consensus of the board is that the C.R.R. should be allowed to work in lieu of mandatory overtime only per CBA.

Byron Osborn's Report (Trustee):

- Attended a new academy orientation.

Scott Waggoner's Report (Trustee):

- Discussed a New Workers committee meeting held in August and felt it went very well.
- Discussed the progress in updating the MCO Steward's Manual.

Cary Johnson's Report (Trustee):

- Reported that the STG statewide pilot is nearing the end.
- Discussed the use of Narcan state-wide with possible training for C/Os and how to administer it.
- Discussed contraband issues in the gates at all facilities.
- Uniform Committee is waiting on a response from the Department.
- Civil Rights Committee is waiting on a response from the Department.

Motion to adjourn at 2:57 PM by Bill Henderson. Supported by Byron Osborn. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
October 30, 2017

The meeting of the State Executive Board was called to order by Tom Tylutki at 10:02 AM on October 30, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Brent Kowitz, Scott Waggoner, Ed Clements, and Bill Henderson.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for August 2017. Motion by Ed Clements to approve the budget guidelines as presented. Supported by Cary Johnson. Motion carried.
- Presented to the board a request to Sponsor the Special Olympics Torch Run. Motion by Ray Sholtz to approve the same dollar amount as last year. Supported by Brent Kowitz. Motion carried.
- Reported that the MCO Crisis Fund has a \$62,000 balance.
- Discussed with the board a meeting he attended on direct payment of dues an alternative methods of dues collection.
- General Fund Requests
 - Request for a donation from JCF for a Veterans Cookout. Motion by Bill Henderson for \$200 to support the cookout. Supported by Ray Sholtz. Motion Carried.
 - Request for a donation from SRF for a Veterans Cookout. Motion by Ray Sholtz for \$200 to support the cookout. Supported by Ed Clements. Motion carried.
- Crisis Funds Request:
 - \$300 to help a member at URF. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
 - \$300 to help a member at URF. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
 - \$300 to help a member at SLF. Motion by Bill Henderson. Supported by Byron Osborn. Motion carried.
 - \$300 to help a member at ARF. Motion by Byron Osborn. Supported by Ed Clements. Motion carried.
 - \$250 to help a member at AMF. Motion by Byron Osborn. Supported by Andy Potter. Motion carried.
 - \$500 to help a member at AMF. Motion by Bill Henderson. Supported by Cary Johnson. Motion carried.
 - \$300 to help a member at URF. Motion by Ed Clements. Supported by Ray Sholtz. Motion carried.
 - \$500 to help a member at MRF. Motion by Brent Kowitz. Supported by Ed Clements. Motion carried.
 - \$300 to help a member at LCF. Motion by Byron Osborn. Supported by Ed Clements. Motion carried.

- \$300 to help a member at DRF. Motion by Brent Kowitz. Supported by Ed Clements. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the September 19th and September 21st State Executive Board and Board Appeals meetings. Motion by Byron Osborn to approve the minutes as presented. Supported by Andy Potter. Motion Carried.
- Reported on presenting a position paper on behalf of MCO to Governor Snyder's Unmanned Aircraft Systems Task Force.
- Discussed issues with drones and opioid drugs in facilities.
- Attended the Ionia Rotary Appreciation Banquet for Corrections Officers of the year in Ionia.
- Reported that the MCO Crisis Fund Golf Outing raised appx. \$6000.

Andy Potter's Report (Chief of Staff):

- Updated the board on recent Civil Service changes that take effect January 2019.
- Discussed MCO hiring an outside consultant to conduct an economic impact study for upcoming bargaining. Motion by Brent Kowitz to authorize up to \$50,000 for an outside consultant to conduct a State and Country economic impact survey for upcoming bargaining. Supported by Ray Sholtz. Motion carried.
- Discussed with the board a meeting he attended on direct payment of dues and alternative methods of dues collection.
- Discussed with the board a One Voice meeting he facilitated. One Voice seeks to unite corrections officers throughout the country.
- Updated the board on the MCO Move Forward Campaign and asked for feedback on posters distributed to facilities.
- Presented to the board a proposal to add chapter officials to MCO Gmail accounts. Will report back to the board on cost and logistics.
- Reported on the activities of ACOIN, a group who flights privatization. Motion by Bill Henderson to donate \$5,000 to ACOIN. Supported by Byron Osborn. Motion carried.

The board went into executive session at 11:50AM. Motion by Ray Sholtz. Supported by Brent Kowitz. Motion carried. The board exited executive session at 12:01PM. Motion by Bill Henderson. Supported by Byron Osborn. Motion carried.

Tom Tylutki's Report (President):

- Reported on a Chapter Election Appeal for JCS on 10-2-17. Motion by Ed Clements to uphold the election. Supported by Byron Osborn. Motion carried. Cary Johnson voted No.
- Reported on a Chapter Election Appeal at LCF on 10-2-17. Motion by Byron Osborn to uphold the election. Supported by Bill Henderson. Motion carried.
- Reported on a Chapter Election Appeal at DDC on 10-2-17. Motion by Cary Johnson to uphold the election. Supported by Ed Clements. Motion carried.
- Reported on a Chapter Elections Appeal at IBC on 10-19-17. Motion by Cary Johnson to uphold the election. Supported by Byron Osborn. Motion carried. Ray Sholtz and Scott Waggoner excused.

- Reviewed with the board a complaint from CFP security staff. The board reviewed their complaint and will send a letter to their membership.
- Discussed with the board an issue concerning back dues of an officer due to an error by personnel. The board voted unanimously to only collect dues moving forward.
- Reported on feedback on the new state compute system SIGMA. Tangee Laza and Tara Nichol will be the MCO point people to help resolve issues.
- Reported that the Oaks has recalled 6 officers back from the Pusgley closure.
- Discussed an issue concerning Military members and uniform allowances. The issue was resolved and those affected will receive their full uniform allowance.
- Toured Thumb, Woodland, MTU, KCF, Baraga, MBP, and Alger.
- Attended a New Officer reception at Kinross.
- Attended the Ionia Rotary Appreciation Banquet for corrections officers of the year in Ionia.

Byron Osborn's Report (Trustee):

- Attended a new officer reception at Kinross.
- Attended the Ionia Rotary Appreciation Banquet for Correction Officers of the Year in Ionia.

Scott Waggoner's Report (Trustee):

- Discussed a recent mobilization at ARF.
- Discussed contraband items in the gate.
- Reported on the new stewards manual.

Ed Clements's Report (Trustee):

- Attended Military Advocate Training session in Lansing.

Cary Johnson's Report (Trustee):

- Discussed PTSD in the Department and a recent issue at IBC. Also discussed the Wellness committee.
- Reported problems with approved hoodies for officers. They may not be worn as the outermost garment.
- Reported that the STG Pilot program is exiting. Will deliver her recommendations to the Department.
- Attended a Women's Banquet on 10-18-17 which honored Mary Kay Henry, SEIU International President.
- Attended a New Employee Graduation on October 27th.

Ray Sholtz's Report (Trustee):

- Reported on Facility Military Advocate Training held on October 10th.
- Toured WHV.
- Attended the Ionia Rotary Appreciation Banquet for Corrections Officers of the Year in Ionia.
- Proposed to the board to sponsor a flag pole at the Belding VFW with MCO's name on the plaque. Motion by Brent Kowitz to sponsor the flag pole (\$1,200) at Belding VFW. Supported by Bill Henderson. Motion carried.

Motion to adjourn at 2:45 PM by Ed Clements. Supported by Byron Osborn. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
October 31, 2017

The meeting of the State Executive Board was called to order by Tom Tylutki at 9:45 am on October 31, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Bill Henderson, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter excused.

The Board heard grievance appeals and took the following actions:

| | | |
|-----------|--------------------|-----------------|
| 04-009-17 | Mark Smith | Arbitrate |
| 06-009-17 | Curtis Laakso | Upheld |
| 41-031-17 | Connie Nogle | Upheld |
| 49-009-17 | Ronald Rybicki | Upheld |
| 49-014-17 | Ronald Rybicki | Upheld |
| 04-006-17 | Robert Witcher | Upheld |
| 04-007-17 | Robert Witcher | Upheld |
| 27-009-17 | Earl Booth | Hold |
| 49-013-17 | Ford Powers | Hold |
| 49-012-17 | Lonny Roland | Hold |
| 06-007-17 | Carl Baldini | Upheld |
| 06-006-17 | Joseph Lampman III | Upheld |
| 05-005-17 | Scott Miller | Upheld |
| 15-018-17 | Kenesha Thomas | Upheld |
| 49-005-17 | Curtisha Taylor | Upheld |
| 49-010-17 | Bryan Cannon | Upheld |
| 22-004-17 | Jose Fabian-Leco | Upheld |
| 41-027-17 | Michael Gadzinski | Approved to Arb |
| 48-007-17 | Lorraine Emery | Withdraw |

Staff reported on the status of the following grievances:

| | | |
|------------|-------------------|---------|
| 15-048-17 | Tatiana Billings | Settled |
| 51-010-16 | Lori Conant | Settled |
| 49-011-17 | Karl Troy | Settled |
| 20-019-17 | Marcel Richardson | Settled |
| 52-006-17 | Michael Retz | Settled |
| 25-017-17 | Matthew Lancaster | Settled |
| 06-005-17 | Michael Kind | Settled |
| 30-006-17 | Anthony Hurst | Settled |
| CFO-032-17 | Shunva Cleveland | Settled |

| | | |
|-----------|--------------------------|---------|
| 51-014-17 | Jamie Brockwell | Settled |
| 51-013-17 | Jennifer Breslin | Settled |
| 20-017-17 | Vernice Anderson | Settled |
| 47-002-17 | Clifford Branch | Settled |
| 31-001-17 | Robert Ward | Settled |
| 24-003-17 | Guillermo Santiago-Davis | Settled |
| 40-001-17 | Chelsey Gagnon | Settled |
| 51-009-16 | Lori Conant | Settled |
| 15-013-17 | Michael Daugherty | Settled |
| 27-021-17 | Michael Bocek | Settled |

Staff were dismissed after the appeals.

Meeting was adjourned at 3:30pm. Motion by Ed Clements. Supported by Byron Osborn.
Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
December 7, 2017

The meeting of the State Executive Board was called to order by Tom Tylutki at 9:20 AM on December 7, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Brent Kowitz, Scott Waggoner, Ed Clements, and Bill Henderson.

The board listened to a presentation on Rally Point Retreats: Mental Fitness for First Responders for PTSD.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for September 2017. Motion by Brent Kowitz to approve the budget guidelines as presented. Supported by Ed Clements. Motion carried.
- Attended a meeting with the Department concerning contraband in the gates.
- Discussed a meeting with A.J. Boggs concerning dues deductions.
- Reported on a town hall meeting with House Representatives Ken Horn and Ben Frederick.
- Attended the Honor Guard fundraising banquet.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the October 30th and 31st State Executive Board and Board Appeals meetings. Motion by Byron Osborn to approve the minutes as presented. Supported by Ed Clements. Motion Carried.
- Reported on a Health and Safety committee meeting held in Muskegon.

Andy Potter's Report (Chief of Staff):

- Reported on a meeting with Jan Winters (OSE.)
- Reported on a presentation to SEIU concerning "One Voice."
- Discussed upcoming town hall meetings in Jackson and Ionia.
- Updated the board on MCO's "Move Forward" campaign.
- Reported on the Next Generation of leaders meeting held at MCO.
- Presented a request from Sunny Crest Ranch for a donation. Motion by Ed Clements to donate the same as in the past. Supported by Brent Kowitz. Motion Carried.
- Discussed a request from retirees to receive the MCO 50th Anniversary coin. The consensus of the board was to allow retirees to acquire the coin by request.

The board went into executive session at 1:16PM. Motion by Ed Clements. Supported by Brent Kowitz. Motion carried. The board exited executive session at 1:31PM. Motion by Ed Clements. Supported by Ray Sholtz. Motion carried.

Tom Tylutki's Report (President):

- Discussed an issue with the board concerning back dues for officers who were discharged and reinstated through arbitration. The consensus of the board was to only collect dues moving forward.
- Reported on a meeting with the Department of Justice concerning a lawsuit at WHV.
- Updated the board on the Oaks recalls from the Pugsley closure.
- Reported on a town hall meeting in Frankenmuth with officers from SRF.
- Attended Veterans Day cookouts at JCF and LCF.

Cary Johnson's Report (Trustee):

- Reported on preparing an STG position description proposal that will be sent to the Director.
- Reported on a meeting with Bill Henderson and Lynn Gorski of the Michigan State Police behavioral science department concerning PTSD.
- Briefed the board on an et.al. grievance at JCF.
- Reported on an officer assault at JCF and an issue with Workers Compensation.
- Attended the Honor Guard fundraising banquet.

Ray Sholtz's Report (Trustee):

- Attended the OJT reception at MCO.
- Attended a membership meeting at Carson City.
- Attended Veterans cookouts at JCF and LCF.
- Reported on an upcoming CMEC meeting.

Byron Osborn's Report (Trustee):

- Attended a membership meeting at Carson City.

Motion to adjourn at 3:41 PM by Ed Clements. Supported by Byron Osborn. Motion Carried.

MINUTES OF:
State Executive Board
SEIU Local 526M
December 8, 2017

The meeting of the State Executive Board was called to order by Tom Tylutki at 9:10 am on December 8, 2017 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Bill Henderson, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter excused.

The Board heard grievance appeals and took the following actions:

| | | |
|-----------|----------------------|-----------------|
| 30-012-17 | Thomas Pryslek | Upheld |
| 18-019-17 | Steven Johnson | Upheld |
| 15-034-17 | Lorrie Stanton | Upheld |
| 27-009-17 | Earl Booth | Upheld |
| 49-013-17 | Ford Powers | Hold |
| 49-012-17 | Lonny Roland | Hold |
| 29-015-17 | Charles Hopkins | Upheld |
| 29-016-17 | Charles Hopkins | Upheld |
| 49-001-17 | Bryan Cannon | Withdraw |
| 64-003-17 | Eldridge James | Withdraw |
| 47-003-17 | Mitchell Ross | Upheld |
| 31-012-17 | Mike Hengesbach | Arbitrate |
| 31-009-17 | Nathan Jones | Arbitrate |
| 29-011-17 | Howard Bartlett | Upheld |
| 29-009-17 | Antoine Collins | Upheld |
| 05-004-17 | Steven Unger, et al. | Arbitrate |
| 20-005-17 | Scott Warner | Upheld |
| 29-014-17 | Mark Houser | Approved to Arb |

Staff reported on the status of the following grievances:

| | | |
|-----------|------------------|---------|
| 52-008-17 | William Trapp | Settled |
| 51-015-17 | Rolanda Johnson | Settled |
| 46-003-17 | Richard Hendges | Settled |
| 41-029-17 | Erik Dill | Settled |
| 27-012-17 | Jesus Sanchez | Settled |
| 18-018-17 | Chadwick Mobley | Settled |
| 12-002-17 | Michael Cornwell | Settled |
| 29-001-16 | Jason McClain | Settled |
| 18-012-17 | Mike Leo, et al. | Settled |
| 15-001-17 | Maya Nelson | Settled |

04-009-17

Mark Smith

Settled

Staff were dismissed after the appeals.

Tom's Report: (President)

- Reviewed with the board an addendum to the LOU on the gas mask exemption list.
Motion by Ray Sholtz to sign the addendum to the LOU. Supported by Bill Henderson.
Motion carried.

Meeting was adjourned at 2:17pm. Motion by Ray Sholtz. Supported by Bill Henderson.
Motion Carried.