

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Jan. 6-7, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 11:46 a.m. on Tuesday, Jan. 6, 2015 at the MCO Central Office in Lansing.

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

The Board had discussion and in light of the Executive Director's retirement, there was a motion by Ray Sholtz to post the position of Chief of Staff. Supported by Paul Jones. MOTION CARRIED.

Brent Kowitz reported on the following topics:

- Presented the minutes of the Dec. 9 and 10, 2014 State Executive Board meeting. Motion by Cary Johnson to accept the minutes as printed. Supported by Paul Jones. MOTION CARRIED.

Mel Grieshaber reported on the following topics:

- Discussed the court hearing Jan. 13 on the 4% lawsuit.
- Discussed the ongoing portal-to-portal suit. It is being appealed to the Supreme Court.
- Discussed the RUO fight.
- Discussed the community college academies.
- Janel McClelland has been appointed to the Civil Service Commission replacing Charles Blockett.
- Discussed upcoming legislative appointments.

Tom Tylutki reported on the following topics:

- Discussed possible focus groups for newer members.
- Toured Ionia Correctional Facility and the Detroit Detention Center.
- Attended Gus Harrison Correctional Facility labor management meeting and Muskegon Correctional Facility membership meeting.

Andy Potter reported on the following topics:

- Discussed the OEL committee's upcoming meeting.

Ed Clements reported on the following topics:

- Attended meeting in Marquette with Rep. Kivela and Sen. Casperson.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 2:31 p.m. Supported by Ray Sholtz. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:02 a.m. on Wednesday, Jan. 7, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

45-007-14	Kevin McDaniel	Uphold Committee
39-004-14	Joseph Mauer	Withdraw
24-013-14	Sheila Joseph	Arbitrate
15-039-14	Jennifer Denney	Accept Settlement

Staff reported on the status of the following grievances:

49-044-14	John Hassen	Settled
CFO-023-13	Andre Williams	Settled
CFO-022-13	Dwarne McNair	Settled
24-002-14	Jared McConkey	Settled
24-001-14	Benjamin Risk	Settled
24-003-14	Danny First	Settled

Mel Grieshaber joined the meeting.

Discussed issues with the staff at facilities around the state.

Discussed several issues with probationary employees and seniority.

Motion by Cary Johnson to go into executive session. Supported by Ray Sholtz at 1:06 p.m.

MOTION CARRIED. Returned from executive session at 1:26 p.m.

As there was no further business to discuss, a motion was made by Bill Henderson to adjourn at 1:33 p.m. Supported by Ed Clements. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Feb. 12-13, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:10 a.m. on Thursday, Feb. 12, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

24-014-14	Anthony Reader	Arbitrate
48-003-14	Nanette Warr	Arbitrate
46-001-14	Steve Lehto	Accept Settlement
29-045-13	Michael Lennox	Withdraw

Staff reported on the status of the following grievances:

15-045-13	Amber Dotson	Granted
CFO-007-14	Eric Redmond	Settled
CFO-006-14	Amelia Newman	Settled

Mel Grieshaber joined the meeting.

The Board heard overviews from staff on several issues.

Discussed employees working overlapping shifts and activity shifts.

- Motion by Ray Sholtz to treat all day activity shifts the same concerning overtime. Supported by Byron Osborn. MOTION FAILED. Ed Clements, Paul Jones, Bill Henderson, Andy Potter, Cary Johnson and Brent Kowitz voted no.
- Motion by Ed Clements to follow contract language with regard to departing shifts when coinciding mandates for those on day activity shifts that have identical hours as other shifts. Supported by Andy Potter. MOTION CARRIED. Ray Sholtz voted no.

As there was no further business to discuss, a motion was made by Cary Johnson to adjourn at 3:17 p.m. Supported by Ed Clements. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:16 a.m. on Friday, Feb. 13 2015 at the MCO Central Office in Lansing.

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

Bill Henderson reported on the following topics:

- Presented the budget guidelines for November 2014. Motion by Cary Johnson to accept the guidelines as reported. Supported by Ed Clements. MOTION CARRIED.
- Presented the budget guidelines for December 2014. Motion by Ed Clements to accept the guidelines as reported. Supported by Ray Sholtz. MOTION CARRIED.
- Crisis Fund requests:
 - Request from Chris Schmidt to help a member at ECF. Motion by Ed Clements for \$300. Supported by Cary Johnson. MOTION CARRIED.
 - Request from Ponda Esu to help a member at MRF. Motion by Cary Johnson for \$500. Supported by Ed Clements. MOTION CARRIED.
 - Request from Darren Ansoerge to help a member at West Shoreline. Motion by Ed Clements for \$300. Supported by Cary Johnson. MOTION CARRIED.
 - Request from Eric Stott to help a member at DRF. Motion by Ray Sholtz for \$300. Supported by Paul Jones. MOTION CARRIED.
 - Request from John Hassen to help a member at WCC. Motion by Byron Osborn for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Bill Henderson to help a member at SRF. Motion by Ed Clements for \$300. Supported by Cary Johnson. MOTION CARRIED.
 - Request from Scott Waggoner to help a member at ARF. Motion by Byron Osborn for \$300. Supported by Cary Johnson. MOTION CARRIED.
 - Request from Byron Osborn to help a member at URF. Motion by Byron Osborn for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Al Augustine to help a member at IBC. Motion by Bill Henderson for \$300. Supported by Cary Johnson. MOTION CARRIED.

Motion by Brent Kowitz to authorize repairs to the building totaling \$4,200 (soffits and door). Supported by Ed Clements. MOTION CARRIED.

Notion by Ray Sholtz to hire Dynamic Services to incorporate alternative collection methods. Supported by Ed Clements. MOTION CARRIED.

Brent Kowitz reported on the following topics:

- Presented the minutes for the January 6-7, 2015 State Executive Board meeting. Motion by Ed Clements to approve the minutes as printed. Supported by Bill Henderson. MOTION CARRIED.

Mel Grieshaber reported on the following topics:

- Discussed upcoming budgets in Michigan.
- Discussed the start of the Department's training academy.
- Discussed the portal-to-portal suit. It is at the Michigan Court of Claims.
- Reported on a meeting with Barry Wickman who is analyzing the 12-hour shift pilot programs.
- Motion by Ed Clements to approve that MCO participates in Coalition of State Employee Unions bargaining. Supported by Brent Kowitz. MOTION CARRIED.

Tom Tylutki reported on the following topics:

- Discussed an issue with Article 17 and mandatory overtime.
- Discussed the eligibility of a chapter officer at RMI.
- Discussed a lawsuit filed by a prisoner against MCO. It has been dismissed.
- Marcus Collins is the new president at the Detroit Detention Center.
- Discussed an upcoming meeting with chapter presidents at all 12-hour shift facilities.
- Discussed the new college academy graduates and their placement.
- Attended labor management meeting at Brooks. Toured MCF, SAI and SMT.

Cary Johnson reported on the following topics:

- Toured WHV.
- Discussed a recent escape attempt at JCF.

Ray Sholtz reported on the following topics:

- Discussed day activity shift issues.
- Discussed issues with mandatory overtime.

As there was no further business to discuss, a motion was made by Bill Henderson to adjourn at 2:07 p.m. Supported by Paul Jones. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459af1-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
March 16-17, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:15 a.m. on Monday, March 16, 2015 at the MCO Central Office in Lansing.

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

Budget guidelines were presented for January 2015. Motion by Cary Johnson to accept the guidelines as presented. Supported by Ed Clements. MOTION CARRIED.

Mel Grieshaber reported on the following topics:

- Motion by Cary Johnson to send Anita Lloyd to a Michigan Labor Press conference. Supported by Brent Kowitz. MOTION CARRIED.
- Discussion of budget hearings and the hiring of new corrections officers.
- Met with several members of the House budget committee for corrections.
- Discussed the gun bill. It has passed the House and has moved to the Senate.
- Discussed sending letters and plaques to the corrections officer of the year at each facility.
- Michigan Reformatory was added to the list as a facility that can work up to 160 hours in a pay period.
- Motion by Ray Sholtz to move forward with a Letter of Agreement for the Absconder Recovery Unit. Supported by Paul Jones. MOTION CARRIED.

Bill Henderson joined the meeting at 11:29 a.m. Bill reported on the following topics:

- Motion by Ray Sholtz to deny a request for a donation to adult Copper Cup Hockey Team at Marquette. Supported by Ed Clements. MOTION CARRIED.
- Motion by Ray Sholtz to donate \$250 to the Oaks Facility Beach Party. Supported by Ed Clements. MOTION CARRIED.
- Motion by Ed Clements to authorize repairs to the building soffits for \$9,500. Supported by Ray Sholtz. MOTION CARRIED.
- Crisis Fund requests:
 - Request from Teresa Nolan to help a member at NCF. Motion by Bill Henderson for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Paul Jensen to help a member at DRF. Motion by Byron Osborn for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Cary Johnson to help a member at JCF. Motion by Ed Clements for \$300. Supported by Bill Henderson. MOTION CARRIED.

Tom Tylutki reported on the following topics:

- Discussed the action taken on day activity shifts at RGC and STF.
- Reported on a 12-hour shift meeting with all facilities on the 12-hour shift pilots.

- Motion by Cary Johnson to allow 12-hour shift pilot facilities to vote on a position for upcoming bargaining. Supported by Byron Osborn. MOTION CARRIED.
- Toured MR, RGC, LCF and attended graduation ceremonies at Jackson College.
- Reported on a phone poll with the Board concerning the portal-to-portal lawsuit. On the advice of our law firm, the Board unanimously voted to not appeal the case to the United States Supreme Court. We will continue to pursue the case under the Michigan Minimum Wage Act.
- Motion by Ed Clements to go into executive session at 1:17 p.m. Supported by Byron Osborn.
- Andy Potter excused himself.
- The Board returned from executive session at 1:57 p.m.
- Andy Potter rejoined the meeting.

Ed Clements reported on the following topics:

- Discussed stun shields used at facilities.

Byron Osborn reported on the following topics:

- Discussed attending upcoming graduation ceremonies.

Cary Johnson reported on the following topics:

- Attended an academy graduation in Flint.

Ray Sholtz reported on the following topics:

- Attended the 12-hour shift pilot meeting.

Paul Jones reported on the following topics:

- Discussed an issue with CMOs at RGC.

Andy Potter reported on the following topics:

- Discussed an upcoming MCO meeting with staff.
- Discussed proposed changes to the MCO grievance policy. Motion by Ed Clements to accept the changes to the grievance procedure. Supported by Paul Jones. MOTION CARRIED.
- Motion by Paul Jones to allow \$2,800 for start-up costs for upcoming Crisis Fund golf outings. Supported by Ed Clements. MOTION CARRIED.

Motion by Ed Clements to adjourn at 2:42 p.m. Supported by Paul Jones. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Tuesday, March 17, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

24-016-14	Anthony Reader	Overtured –pre-arb
07-009-14	John Wawrzyniak	Uphold committee
24-010-14	Nate Badyrka	Approved to arbitrate
24-009-14	Aaron Sherk	Approved to arbitrate
20-019-14	David Hayes	Uphold committee
27-010-14	William Moore	Uphold committee
27-005-14	Michael Brown	Uphold committee
20-009-14	Angela Diamond-Smith	Withdraw
20-004-14	Angela Diamond-Smith	Withdraw
43-013-14	Albin Mattson	Uphold committee
43-006-14	Paul Wing	Uphold committee
43-017-14	Brian Mischel	Arbitrate

Andy Potter joined the meeting and the staff were excused.

Brent Kowitz reported on the following topics:

- Presented the minutes of the Feb. 12-13 State Executive Board meeting. Motion by Ed Clements to accept the minutes as printed. Supported by Paul Jones. MOTION CARRIED.

Motion by Paul Jones to move the administrative leave position to the Chief of Staff/ Legislative Director and hire Andy Potter. Supported by Ed Clements. MOTION CARRIED.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 12:55 p.m. Supported by Byron Osborn. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459af1-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
April 15-16, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:10 a.m. on Wednesday, April 15, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

27-015-14	Gary Ellis	Uphold committee
54-010-14	Robert Dockery	Accept settlement
52-007-14	John Horvath	Uphold committee
41-028-14	Aubrey Lyons	Accept settlement
41-020-14	Jorg Erichson	Accept settlement
30-017-14	Troy Miskel	Arbitrate

Staff reported to the Board the following:

52-001-14	Eric Tropp	Settled
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Bill Henderson reported on the following topics:

- Presented the budget guidelines for February 2015. Motion by Ed Clements to accept the guidelines as presented. Supported by Paul Jones. MOTION CARRIED.
- Toured Newberry and discussed the upcoming UP Crisis Fund Golf Outing.

Brent Kowitz reported on the following topics:

- Presented the minutes of the March 16-17 State Executive Board meeting. Motion by Ed Clements to accept the minutes as printed. Supported by Paul Jones. MOTION CARRIED.

Andy Potter joined the meeting.

Tom Tylutki reported on the following topics:

- Received a request from ICF to have a set day off vote. The Board will put a mechanism together for a policy.
- Discussed a request to put together a memorial for fallen officers in Michigan.
- Discussed staffing levels at all prisons, specifically WHV and Michigan Reformatory.
- Discussed a CSR Letter of Understanding.
- Discussed a meeting with the Department concerning Taser usage.

Andy Potter reported on the following topics:

- Motion by Bill Henderson to donate \$5,000 to a labor issues forum. Supported by Ed Clements. MOTION CARRIED.
- Motion by Bill Henderson to authorize up to \$2,500 for donations to union and other various fundraisers. Supported by Paul Jones. MOTION CARRIED.
- Reported on the corrections budget passed by the House and Senate. No significant changes to the DCH budget.
- Reported on the gun bill. Met with governor's staff on this issue.
- Reported on a poll by the Board authorizing a \$300 gift card for Mel Grieshaber's retirement gift.

Byron Osborn reported on the following topics:

- Attended two new employee academies in the Upper Peninsula.

Ed Clements reported on the following topics:

- Attended two new employee academies in the Upper Peninsula.

Cary Johnson reported on the following topics:

- Attended two new employee academies in the Lower Peninsula.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 3:08 p.m. Supported by Byron Osborn. MOTION CARRIED

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:28 a.m. on Wednesday, April 16, 2015 at the MCO Central Office in Lansing

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

The Board heard from staff on issues at different facilities around the state.

Reviewed the Collective Bargaining Agreement with the staff and Board in preparation for upcoming bargaining.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 2:51 p.m. Supported by Brent Kowitz. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
May 5, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:10 a.m. on Tuesday, May 5, 2015 at the MCO Central Office in Lansing.

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

Bill Henderson reported on the following topics:

- Reported on a store proposal for members to buy MCO gear. Motion by Ray Sholtz to authorize \$1,500 for the first year. Supported by Paul Jones. MOTION CARRIED.
- General fund requests:
 - Request from a member at RGC to support the Dansville girls softball league. Motion by Paul Jones for \$200. Supported by Ed Clements. MOTION CARRIED.
 - Request from a member at DRF to support a fundraiser for an officer's child. Motion by Cary Johnson for \$200. Supported by Ed Clements. MOTION CARRIED.
- Crisis fund requests:
 - Request from Tim Blain to help a member at STF. Motion by Ray Sholtz for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Ricky Ries to help a member at JCS. Motion by Brent Kowitz for \$300. Supported by Paul Jones. MOTION CARRIED.

Brent Kowitz reported on the following topics:

- Presented the minutes of the April 15-16, 2015 State Executive Board meeting. Motion by Ed Clements to accept the minutes as printed. Supported by Cary Johnson. MOTION CARRIED.
- Attended an arbitration at Woodland.

Andy Potter reported on the following topics:

- Reported on upcoming listening tours at facilities. Tour starts May 11 at West Shoreline and IMAX.
- Reported on HB 4467 (private prison). Several notices put on website and Facebook. MCO is talking with legislators to get an amendment.
- Reported on HB 4428, which would require union recertification every two years. At least 50 percent of total bargaining unit would be the threshold. Non-votes would count as a no vote.
- Reported on HB 4429 and HB 4430. They would eliminate prevailing wage laws.
- Reported on SB 280, which would eliminate paid leave time for union officials, bargaining teams, etc. No business during work hours. Introduced by Sen. Knollenberg.
- Discussed reaching out to arbitrators for a panel at an advanced steward training. Arbitrators would rule on hypothetical cases.
- Meeting with the Department May 21 to discuss the mandatory overtime procedure.

Tom Tylutki reported on the following topics:

- Discussed state-run officer academies.
- Discussed activities with Aramark.
- Discussed bills concerning private prisons.
- Spoke on 12-hour shift issues and upcoming votes.
- Met with new OSE director Marie Waalkes.
- State-wide transfer freeze other than seniority-based and exchange transfers. Wardens can apply through CFA chain for an exemption.

As there was no further business to discuss, a motion was made by Paul Jones to adjourn at 2:06 p.m. Supported by Ray Sholtz. MOTION CARRIED.

The meeting of the State Executive Board was called to order by Vice President Andy Potter at 10:08 a.m. on Wednesday, May 6, 2015 at the MCO Central Office in Lansing

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

The Board heard grievance appeals and took the following actions:

48-002-14	Jason Carwile	Accept settlement
54-006-14	Toni Glover	Uphold committee
02-001-13	Mel Grieshaber et al.	Accept settlement
42-002-15	Drew Korpall	Withdraw
42-005-14	Drew Korpall	Withdraw

Staff reported to the Board the following:

48-003-14	Nanette Warr	Settled
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Tom Tylutki joined the meeting at 10:30 a.m.

Staff discussed several issues with the Board.

The Board discussed the upcoming MCO listening tours at facilities.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 3:45 p.m. Supported by Byron Osborn. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
June 16-17, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 9:15 a.m. on Tuesday, June 16, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

24-011-15	Richard Strang	Arbitrate
24-017-14	John Large	Arbitrate
15-043-14	Andrea Anderson	Accept Settlement
15-053-14	Andrea Anderson	Accept Settlement
05-009-14	Jane Johnson	Withdraw
30-017-14	Troy Miskel	Accept Settlement

Byron Osborn was excused.

Brent Kowitz reported on the following topics:

- Presented the minutes of the May 5 & 6 State Executive Board meeting. Motion by Ed Clements to accept the minutes as presented. Supported by Paul Jones. MOTION CARRIED.

Tom Tylutki reported on the following topics:

- Discussed a Letter of Understanding concerning Article 17, Section F 1B-Mandatory Overtime. Motion by Brent Kowitz to sign the letter. Supported by Paul Jones. MOTION CARRIED.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 3:05 p.m. Supported by Ray Sholtz. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:30 a.m. on Wednesday, June 17, 2015 in Newberry, MI.

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

Bill Henderson reported on the following topics:

- Discussed MCO running an online store to sell MCO merchandise. Motion by Ray Sholtz to proceed with setting up an online store. Supported by Ed Clements. MOTION CARRIED.

- Presented the budget guidelines for March, April and May of 2015. Motion by Brent Kowitz to accept the guidelines as presented. Supported by Andy Potter. MOTION CARRIED.
- Crisis fund requests:
 - Request from Larry Henley to help members at LMF. Motion by Bill Henderson. Supported by Paul Jones. MOTION CARRIED.
- General fund requests:
 - Request from WHV Employee Club to support the MCO Children's Day Picnic in Detroit. Motion by Paul Jones for \$4,500. Supported by Ed Clements. MOTION CARRIED.
- Discussed a Listening Tour meeting at Forensic Center.

Andy Potter reported on the following topics:

- Discussed HB 4467 which passed. It concerns private prisons.
- Discussed HB 4428 which would require unions to recertify every two years.
- Discussed SB 280 which deals with administrative leave for all union officials.
- Attended meeting with OSE and the Coalition of State Employee Unions.
- Attended a meeting with DOC and an MCO committee including chapter officials on mandatory overtime.
- Met with the governor's chief of staff on MCO issues.
- Attended member listening meetings at IMAX and West Shoreline.
- Reported on work to date with Simon Greer on MCO's initiatives.

Tom Tylutki reported on the following topics:

- Toured MTU and Detroit Detention Center.
- Discussed new employee academies.
- Attended meeting with OSE and the Coalition of State Employee Unions.
- Attended the new employee school at Kinross.

Ray Sholtz reported on the following topics:

- Discussed an upcoming 12-hour shift vote at SLF.

As there was no further business to discuss, a motion was made by Bill Henderson to adjourn at 12:23 p.m. Supported by Ray Sholtz. MOTION CARRIED.

Respectfully Submitted,
 Brent Kowitz
 Recording Secretary

BK:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
July 20-22, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Monday, July 20, 2015 at the MCO Central Office in Lansing.

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

Bill Henderson reported on the following topics:

- Crisis Fund requests:
 - Request from Ed Clements to help a member at AMF. Motion by Ed Clements for \$300. Supported by Paul Jones. MOTION CARRIED.
 - Request from Ed Snively to help a member at MBP. Motion by Ed Clements for \$300. Supported by Paul Jones. MOTION CARRIED.
 - Request from Ed Snively to help a member at MBP. Motion by Ed Clements for \$300. Supported by Paul Jones. MOTION CARRIED.
- General Fund requests:
 - Request from Steve Gibas to donate to the 10th Annual Disabled Veterans Free Pheasant Hunt. Motion by Ed Clements for \$250. Supported by Ray Sholtz. MOTION CARRIED.
- Reported on a listening tour meeting at Woodland.

Brent Kowitz reported on the following topics:

- Presented the minutes for the June 16-17 Board meetings. Motion by Ed Clements to approve minutes as presented. Supported by Paul Jones. MOTION CARRIED.

Andy Potter reported on the following topics:

- Motion by Cary Johnson to modify the transportation grievance process to email Michael Whitford when a grievance is filed. Supported by Brent Kowitz. MOTION CARRIED.
- Attended a listening tour at Woodland.
- Attended an OJT reception at Kinross.
- Discussed an upcoming Board presentation in September on post-traumatic stress disorder.
- Discussed the recent contracts with Trinity Food Services.

Tom Tylutki reported on the following topics:

- Discussed the bargaining surveys that have been returned.
- Discussed a letter concerning mandatory overtime from a member at MTU. The consensus of the Board is that higher seniority should be relieved of mandatory overtime before a 32-hour rule violation. This is in accordance with current contract language.

- Motion by Brent Kowitz to authorize the Board to move the RUO dispute to circuit court. Supported by Paul Jones. MOTION CARRIED.
- Discussed the new prison at Baldwin operated by the GEO group.
- Discussed the four facilities that voted on 12-hour shifts.
- Attended labor management at Kinross and discussed the moving of inmates from Kinross to their new location.
- Toured Ojibway, Alger, Marquette and Chippewa.
- Motion by Ray Sholtz to authorize up to \$15,000 to purchase a fallen officers memorial at MCO. Supported by Paul Jones. MOTION CARRIED.

Paul Jones reported on the following topics:

- Reported on a listening tour at Central Michigan.
- Attended a new employee academy in Lansing.

Byron Osborn reported on the following topics:

- Reported on listening tours at Baraga, Ojibway and Newberry.

Cary Johnson reported on the following topics:

- Attended the new employee academy in Lansing.
- Reported on listening tours at DDC and DRC.

Ray Sholtz reported on the following topics:

- Discussed findings in the bargaining surveys.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 3:28 p.m. Supported by Brent Kowitz. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Tuesday, July 21, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

54-001-15	David Guardiola	Arbitrate
24-017-14	John Large	Arbitrate
15-043-14	Andrea Anderson	Accept settlement
22-001-15	Donise Gooden	Uphold committee
41-015-15	Chike Nikemdilim	Uphold committee
42-001-15	Michael Wilkinson	Uphold committee
44-041-15	Brandon McBride	Arbitrate
04-002-15	Edwin Vanderwiel	Accept settlement
30-006-15	Kannika Crowley	Arbitrate
29-019-14	Julie West	Arbitrate
15-068-14	Marcia Wesson	Uphold committee
05-001-15	Jane Johnson	Uphold committee

05-021-15 Jeff Armbrustmacher et al. Move to pre-arb

The Board heard updates on the following:

CFO-008-14	Marvin Mims	Settled
49-043-14	Brian Markiecki	Denied
CFO-008-14	James Miller	Granted
31-009-14	Brenda Shinabarger	Settled

Discussed several issues with staff.

As there was no further business to discuss, a motion was made by Ray Sholtz to adjourn at 2:43 p.m. Supported by Ed Clements. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Wednesday, July 22, 2015 at the MCO Central Office in Lansing.

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

Motion by Cary Johnson to file an application to appeal the portal-to-portal case to the Court of Appeals. The Board will wait for the Supreme Court's decision on the four percent and Right to Work cases and determine if the Supreme Court decision will help with the portal-to-portal case. If it does not, then withdraw the application and file at Civil Service. Supported by Paul Jones. Andy Potter voted no.

The Board took the position on the 50 percent line that "assignment" is the key language when mandating past the line.

The Board took the position that the bypass is for a member in properly mandated. Not for a contractual violation.

Motion by Paul Jones to adjourn at 3:00 p.m. Supported by Bill Henderson. MOTION CARRIED.

Respectfully Submitted,
Cary Johnson
Member at Large

BK:al/opeiu459af1-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Aug. 18 & 20, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:05 a.m. on Tuesday, Aug. 18, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

CFO-063-14	Thomas Catterall	Arbitrate
27-002-15	Christopher Pluymers	Accept Settlement
27-007-15	Justin Mims	Accept Settlement
22-006-15	Justin Mims	Accept Settlement
47-007-14	Robert Fisher	Arbitrate
15-061-14	Tienka Hurrt	Uphold Committee
44-008-15	Nicholas White	Uphold Committee
04-003-15	Brandt Johnson	Continue to Pre-Arb

Bill Henderson reported on the following topics:

- Presented the budget guidelines for June 2015. Motion by Ed Clements to approve. Supported by Ray Sholtz. MOTION CARRIED.
- Motion by Ed Clements to authorize the purchase of Christmas packages for MCO members. Supported by Paul Jones. MOTION CARRIED.
- Crisis Fund requests:
 - Request from Scott Waggoner to help a member at ARF. Motion by Bill Henderson for \$300. Supported by Brent Kowitz. MOTION CARRIED.
 - Request from Scott Allen to help a member at CFP. Motion by Bill Henderson for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Nick Soper to help a member at TCF. Motion by Cary Johnson for \$300. Supported by Bill Henderson. MOTION CARRIED.
 - Request from Ricky Ries to help a member at JCS. Motion by Bill Henderson for \$300. Supported by Ed Clements. MOTION CARRIED.
 - Request from Scott Allen to help a member at CFP. Motion by Byron Osborn for \$300. Supported by Bill Henderson. MOTION CARRIED.
- Attended listening tours at Macomb, Cooper Street and Parnall.

Andy Potter reported on the following topics:

- Discussed COPS Day at the Ionia Free Fair.
- Attended a listening tour meeting at Kinross.
- Discussed an upcoming presentation on corrections fatigue.
- Met with the new Director and Deputy Director.
- Beginning to start the process for MCO staff assessments.

Tom Tylutki reported on the following topics:

- RUO suit has been filed in Circuit Court.
- Formally met with the new Director and Deputy Director.
- Announced that non-career corrections officers are not allowed to work past the end of September.
- Reported on a new training academy starting in September.
- Reported on the annual Children's Day Picnic at Metro Park.
- Discussed some results from recent listening tours.

Ed Clements reported on the following topics:

- Conducted listening tours at Pugsley, Kinross and Chippewa.

Byron Osborn reported on the following topics:

- Conducted a listening tour at the Oaks.

Cary Johnson reported on the following topics:

- Conducted a listening tour at Saginaw.

Ray Sholtz reported on the following topics:

- Conducted a listening tour at RGC and Cotton.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 1:40 p.m. Supported by Paul Jones. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 1:20 p.m. on Thursday, Aug. 20, 2015 at the MCO Central Office in Lansing.

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

Brent Kowitz reported on the following topics:

- The minutes for July 20-22 Executive Board meeting were presented. Motion by Ed Clements to accept the minutes as printed. Supported by Byron Osborn. MOTION CARRIED.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 1:25 p.m. Supported by Byron Osborn. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Sept. 15, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:36 a.m. on Tuesday, Sept. 15, 2015 at the MCO Central Office in Lansing.

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

Bill Henderson reported on the following topics:

- Crisis Fund requests:
 - Request from Mark Dunn to help a member at ECF. Motion by Cary Johnson for \$300. Supported by Ray Sholtz. MOTION CARRIED.
 - Request from Bill Henderson to help a member at SRF. Motion by Bill Henderson for \$250. Supported by Ray Sholtz. MOTION CARRIED.
 - Request from Ponda Esu to help a member at MRF. Motion by Cary Johnson for \$250. Supported by Ray Sholtz. MOTION CARRIED.
- Presented the budget guidelines for July 2015. Motion by Ed Clements to approve. Supported by Brent Kowitz. MOTION CARRIED.

Andy Potter reported on the following topics:

- Discussed the Officer's Memorial Committee that met.
- Reported on the Crisis Fund Golf Outing.
- Reported on an upcoming conservative members meeting with SEIU.
- Continuing to work on staff assessments.

Brent Kowitz reported on the following topics:

- Presented the minutes for the Aug. 18 & 20, 2015 State Executive Board meeting. Motion by Ed Clements to accept the minutes as presented. Supported by Paul Jones. MOTION CARRIED.

Ray Sholtz reported on the following topics:

- Discussed an upcoming meeting for MCO military members.
- Motion by Bill Henderson to purchase t-shirts for the participants in the MCO military members' program. Supported by Brent Kowitz. MOTION CARRIED.

Ray Sholtz was excused at 12:10 p.m.

Tom Tylutki reported on the following topics:

- Received a petition for set days off vote from Michigan Reformatory.
- Motion by Bill Henderson to donate \$1,000 to the Law Enforcement Memorial Wall in Lansing. Supported by Andy Potter. MOTION CARRIED.
- The Department has started a new academy with 250 officers.
- Referenced a serious assault on an officer at Woodland Center Correctional Facility.

• The RUO lawsuit is moving through the Circuit Court.
Ray Sholtz joined the meeting at 1:30 p.m.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 2:50 p.m. Supported by Ray Sholtz. MOTION CARRIED.

The meeting of the State Executive Board was called to order by Bill Henderson at 10:00 a.m. on Wednesday, Sept. 16, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

31-008-15	Walter Roy	Uphold Committee
27-003-15	Amy Bungart	Uphold Committee
02-001-15	Mel Grieshaber et al.	Withdraw
CFO-019-15	Mel Grieshaber et al.	Withdraw
20-003-15	Cary Johnson et al.	Withdraw
64-018-14	Deanna Holt	Arbitrate
20-005-15	Glenn King	Arbitrate
41-033-15	Malcolm Cook	Uphold Committee
41-028-15	Malcolm Cook	Uphold Committee
41-026-15	Malcolm Cook	Uphold Committee
51-001-15	Terrell Selby	Uphold Committee
05-044-15	Greg Kozdemba	Overtured
43-017-14	Brian Mischel	Accept Settlement
31-003-15	Pamela Drew	Accept Settlement

Staff reported on the status of the following unfair labor practice:

52-007-14	John Horvath	Charges Dismissed
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As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 11:50 a.m. Supported by Paul Jones. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459af1-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Oct. 5-6, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Monday, Oct. 5, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

29-019-14	Julie West	Withdraw
52-005-15	Tahachi Hardrick	Uphold
24-002-15	Harry Brown	Withdraw

Staff reported on the status of the following grievances:

07-003-15	John Schlosstein	Settled
47-007-14	Robert Fisher	Settled
24-009-14	Aaron Sherk	Denied at arbitration
24-010-14	Nate Badyrka	Denied at arbitration

Bill Henderson reported on the following topics:

- Member at Thumb opted out in 2012. Cindy explained documents and dates. After review, motion by Ed Clements to rule the person ineligible to vote according to the Constitution and Bylaws. Supported by Paul Jones. MOTION CARRIED.
- Crisis Fund requests:
 - Request from Adam Earley to help a member at RMI. Motion by Ed Clements for \$300. Supported by Bill Henderson. MOTION CARRIED.
 - Request from Brent Kowitz to help a member at SMT. Motion by Brent Kowitz for \$500. Supported by Cary Johnson. MOTION CARRIED.
- Toured Carson City due to an election issue.

Tom Tylutki reported on the following topics:

- Gave an update on the status of Coalition of State Employee Union bargaining.
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The meeting of the State Executive Board was called to order by Tom Tylutki at 10:00 a.m. on Tuesday, Oct. 6, 2015 at the MCO Central Office in Lansing.

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

Cary Johnson presented the minutes of the August Executive Board meeting. Motion by Paul Jones to accept the minutes as printed. Supported by Ed Clements. MOTION CARRIED.

Andy Potter reported on the following topics:

- Discussed correction officer fatigue. MCO is moving forward with a survey.
- The gun bill is having a committee hearing today.
- Gave an update on the SEIU conservative member committee.
- Staff assessments are wrapping up.
- An intensive leadership/arbitration training will be Dec. 17-18 at the Crowne Plaza in Lansing.
- Setting up a meeting with the governor's office.

Tom Tylutki reported on the following topics:

- Gave an update on bargaining.
- Dec. 8 and 9 is next board meeting.
- Reported on the CSRs whether they are covered or not. Where they are assigned and what happens if they elect to return as Correctional Officers.
- Reported on the Kinross transition. Bid jobs were discussed.
- Discussion on CFP bid jobs.

Ray Sholtz reported on the following topics:

- Gave a report on the Carson City chapter election done by mail Oct. 20.

Brent Kowitz reported on the following topics by phone:

- Toured Carson City concerning their chapter election.

Cary Johnson reported on the following topics:

- Went to Washington D.C. for an SEIU conservative member's meeting.

Ed Clements reported on the following topics:

- Went to Washington D.C. for an SEIU conservative member's meeting.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 3:30 p.m. Supported by Byron Osborn. MOTION CARRIED.

Respectfully Submitted,
Cary Johnson
Member at large

BK:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Nov. 30, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 12:30 p.m. on Monday, Nov. 30 at the MCO Central Office in Lansing.

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

Bill Henderson reported on the following topics:

- Made a motion to spend the same amount as last year (\$16,000) for the Law Enforcement Torch Run. Supported by Paul Jones. MOTION CARRIED.

Presentation from Communications Director Anita Lloyd on two bids for professional video recording of advanced leadership training Dec. 17-18. Motion by Bill Henderson to go with Future Media. Supported by Paul Jones. MOTION CARRIED.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 2 p.m. Supported by Paul Jones. MOTION CARRIED.

Respectfully Submitted,
Cary Johnson
Member at large

CJ:al/opeiu459afl-cio

MINUTES OF:
State Executive Board & Board Appeals Meeting
SEIU Local 526M
Dec. 8, 2015

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Tuesday, Dec. 8, 2015 at the MCO Central Office in Lansing.

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

The Board viewed a presentation by Mainstay Capital Management LLC.

Bill Henderson reported on the following topics:

- Presented the budget guidelines for September 2015. Motion by Ray Sholtz to accept the guidelines. Supported by Cary Johnson. MOTION CARRIED.
- Presented the budget guidelines for October 2015. Motion by Ray Sholtz to accept the guidelines. Supported by Cary Johnson. MOTION CARRIED.
- Crisis Fund requests:
 - Request from Bill Henderson to help a member at RMI. Motion by Ed Clements for \$500. Supported by Cary Johnson. MOTION CARRIED.
- Motion by Brent Kowitz to donate \$5,000 to SEIU Local 721 to help members of the mass shooting in San Bernardino, CA. Supported by Bill Henderson. MOTION CARRIED. Ray Sholtz voted no.
- Motion by Ed Clements to donate \$150 to help sponsor a martial arts event in the UP. Supported by Brent Kowitz. MOTION CARRIED.
- Attended a conference at MSU on the Affordable Care Act.

Andy Potter reported on the following topics:

- Discussed changes to the MCO grievance procedure.
- Reported on the gun bill passed and signed by the governor.

Brent Kowitz reported on the following topics:

- Presented the minutes for the Sept. 15-16, 2015 Executive Board meeting. Motion by Ed Clements to approve the minutes as printed. Supported by Cary Johnson. MOTION CARRIED.
- Presented the minutes for the Oct. 5-6, 2015 Executive Board meeting. Motion by Cary Johnson to approve the minutes as printed. Supported by Ed Clements. MOTION CARRIED.
- Attended a conference at MSU on the Affordable Care Act.

Tom Tylutki reported on the following topics:

- Reported on an assault on an officer at the Michigan Reformatory.
- Reported on a shift trade pilot proposal at Ojibway Correctional Facility.
- Reported on a phone poll on a letter of agreement at the Forensic Center.
- Reported on an upcoming meeting to select the Officer of the Year.

- Discussed a conference at MSU on the Affordable Care Act.
- Discussed an upcoming meeting with SEIU on bargaining health care next year.
- Discussed issues at Woodland concerning retention pay.
- Attended labor management at WHV.
- Discussed an upcoming meeting with M.A.P.O.
- The Board took the position on day activity shifts that work five-day assignments be treated as volunteers on the OEL when holidays fall during the week.

Cary Johnson reported on the following topics:

- Reported on corrections fatigue participation.

Ray Sholtz reported on the following topics:

- Discussed issues with the OMNI OEL.

As there was no further business to discuss, a motion was made by Ed Clements to adjourn at 3:15 p.m. Supported by Ray Sholtz. MOTION CARRIED.

The meeting of the State Executive Board was called to order by President Tom Tylutki at 10:00 a.m. on Wednesday, Dec. 9, 2015 at the MCO Central Office in Lansing.

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

The Board heard grievance appeals and took the following actions:

02-007-15	Harry Vriese	Arbitrate
40-005-14	James Burke	Uphold Committee
05-044-15	Greg Kozdemba	Withdraw
29-006-15	Mark Houser	Uphold Committee
29-019-15	Julie West	Uphold Committee
31-002-15	Duane Christle	Arbitrate
24-013-14	Sheila Joseph	Accept Settlement

Staff reported on the status of the following grievances:

29-007-15	Lynnette Walcher	Settled
07-022-15	Joe Wiggers	Withdrew
54-001-15	David Guardiola	Settled
64-018-14	Deanna Holt	Settled
31-011-14	Keith Weber	Settled

Andy Potter joined the meeting at 11:50 a.m.

Discussed issues with labor representatives around the state.

Motion by Paul Jones to lend staff support to individual FSAs who file an appeal over the abolishment of positions at Forensic Center. Supported by Cary Johnson. MOTION CARRIED.

Discussed the Fallen Officers Memorial. Motion by Andy Potter to approve up to \$50,000 for a memorial for fallen officers. Supported by Brent Kowitz. MOTION CARRIED.

As there was no further business to discuss, a motion was made by Bill Henderson to adjourn at 2:39 p.m. Supported by Ray Sholtz. MOTION CARRIED.

Respectfully Submitted,
Brent Kowitz
Recording Secretary

BK:al/opeiu459afl-cio