

MINUTES OF:
State Executive Board
SEIU Local 526M
February 26, 2019

The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 0900 hours at MCO Central Office in Lansing, MI.

Roll call was taken and the following were present: Byron Osborn, Ray Sholtz, Andy Potter, Ed Clements, Cary Johnson, Dave Pasche, Gabe Justinak, Scott Waggoner, Mark Dunn and Marcus Collins.

Andy Potter's Report:

Member Retention reports were distributed in board members mailboxes.

Met with MCO Legal Director, Jeff Foldie, OSE Director, Liza Estlund-Olson and OSE Deputy Director, Cheryl Schmittiel about the issues that the new recruits are having with their HRMN passwords and the dues deduction sign-up process and offered solutions. The LOU around sending KYI's to state email addresses will be placed on the agenda for final consideration at the next Civil Service meeting in May.

We applied for a grant through SEIU to help with new member sign ups.

Distributed to the board the final dues deduction authorization instructions that was given by the State.

Reported on call with the Governor's Chief of Staff and follow-up email on DOM's request.

Reported on his call with Byron and DOC Director Washington regarding DOMs around overtime, shift transfers and annual leave. If the DOMs drop in our favor, we should consider the CO of the Year Banquet. The board gave authorization to be involved with the DOC.

Reported on up-coming bargaining of wages and healthcare, which is scheduled to begin this summer and requested retaining Economist, Mitch Bean's services again. Board gave consensus.

Reported on the status of the CBA. We are waiting on the wage table from the State before we can send it to print.

Recommended that MCO discontinue support of the National Medal of Honor Foundation until further notice.

Gave recommendation that fee payers have to be informed to join or drop. Byron asked the board to split the list and make calls.

Explained the SEIU 20% organizing budget to the new board. A request to use the funds for programs to build internal organization was submitted to SEIU and approved.

Requested funds from the Board for a Member Engagement tool to better track the work being performed in this important area.

Marcus Collins' Report:

Reported on meeting with CFP Director with Byron at the Forensics' Center to deal with local chapter issue.

Reported on meeting with DRC Staff about Handguns. The possibility of going from the 40 to the 9 mm without any new training.

Reported on a scheduled Uniform Committee for April.

Ed Clements' Report:

Presented the Budget Report. Motion to accept as presented by Gabe Justinak, supported by Scott Waggoner, Motion Carried.

Reported on AMF Staff's complaints on the resetting of the mandate list. They believe it should change to resetting quarterly.

Reported that the AMF Warden asked for six bumped Officers to return from Marquette.

MCO Crisis fund request from ICF for funeral expenses for a member whose 13-year-old Son passed away unexpectedly. Motion by Ed Clements for \$500.00, Supported by Mark Dunn. Motion Carried.

MCO Crisis fund request from LCF for an Officer whose house burned down and lost everything. Motion by Marcus Collins for \$300.00 supported by Gabe Justinak. Motion Carried.

MCO Crisis fund request from SRF for an Officer whose child that was involved in a head on collision and has to have multiple surgeries. Motion by Dave Pasche for \$300.00 Supported by Gabe Justinak, Motion Carried.

MCO Crisis fund request from ECF for an Officer who has a newborn child with a serious illness. The family needs help with expenses. Motion by Marcus Collins for \$300.00 Supported by Dave Pasche, Motion Carried.

Mark Dunn's Report:

Reported on his concerns about uniforms. Suggested switching to Velcro for nametapes on uniform shirts.

Reported on the requests for 12 hour shifts from several facilities Statewide.

Ray Sholtz's Report:

Presented the Board with finished products for:

- The Member Engagement Procedure
- Student Debt Reduction Program
- Academy Assistance Program

Discussion about the MCO Internal Grievance procedure and the Civil Service Grievance Procedure.

MCO Scholarship Committee for 2019. Dave and Ed were appointed by President Osborn.

Reported on his attendance at the International Executive Board Meeting (IEB)

Reported on serving on the Corrections Officer of the Year Finalist Committee.

Discussion about future chapter elections. Consensus is to move to online voting unless the MCO Bylaws don't allow. They will be reviewed and if there are issues they will be brought back to the Executive Board.

Reported on his meeting with State Senator Ed McBroom. Reported on his attendance at the Senate Oversight Committee.

Byron Osborn's Report:

Reported on attendance at the UP academy, and issues with the tablets, and Human Resources issues with new recruits signing up. Because of this, he and Andy met with State Personnel Director, Jan Winters to discuss the sign-up process.

Reported on the new procedure for Union Leave.

Reported on Elected Official issues that continue at CFP and the procedure to resolve them.

Reported on a meeting with Andy and Ray with the Director, about DOM's that still have not been presented. (am of 02/26/19)

Gabe Justinak's Report:

Discussed his transition to his new facility, and aftermath of the OCF closure.

Scott Waggoner's Report:

Created and distributed a template for a chaplain position for the MDOC. Met with Ray to strategize on ways to get the program implemented.

Reiterated his concern on mandates and staffing shortages at facilities state-wide.

Dave Pasche's Report:

Reported about the MDOC Sick Leave report and the usage in January 2019. What it means to the membership, and its relation to discipline and Correctional Fatigue.

Reported his concerns about a Trainer at the academy, the comments that were made, and MCO's plan to rebut it.

Board appeals were heard at 10:10 am.

Those present were: Byron Osborn, Ray Sholtz, Ed Clements, Cary Johnson, Gabe Justinak, Dave Pasche, Scott Waggoner, Marcus Collins, Mark Dunn, Jeff Foldie, Shawn Davis, Karen Mazzolini and Stephanie Short.

The Board heard grievance appeals and took the following actions:

49-015-18	Stephen Leister	Impose
47-010-18	Mitchell Ross	Impose
25-035-18	LaRonda Velaga	Arbitrate
52-011-18	James Brazier	Uphold
20-036-18	Linnie Brooks	Arbitrate
06-010-18	Raymond Beaudry	Uphold
31-025-18	Patrick Haug	Uphold
31-022-18	Ian Rideout	Withdrew at Arb

Staff reported on the status of the following grievances:

64-009-18	Keith Blockett	Settled (facility)
06-012-18	David Heidtman	Settled
06-011-18	Ronald Hendra	Settled
39-001-19	Christopher Hengesbach	Settled (facility)
39-002-19	Christopher Hengesbach	Settled (facility)
64-001-19	Darrin King	Settled (facility)
15-071-18	Robert Robbins	Settled (facility)
64-010-18	Samuel Stafford	Settled (facility)
64-002-19	Jasmine Williams	Settled (facility)

Staff were dismissed after the appeals.