

MINUTES OF:

State Executive Board

SEIU Local 526M

April 2<sup>nd</sup> 2019

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 09:00 at the MCO Central Office in Lansing.

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

**Grievance Appeals were conducted @ 10:00 am through 11:00 am.**

**Byron Osborn's Report: (President's Report)**

MDOC requested MCO's opinion on allowing OJTs who haven't completed college credits to be eligible for overtime. Due to the vacancy situation statewide, the Board recommended that the MDOC allow those OJTs to be eligible for overtime at 6 months.

March 4<sup>th</sup> attended the Governor's budget meeting with Andy.

The MDOC is enforcing the 120 hour rule on overtime, resulting in members being formally counseled for exceeding the limit. MCO will continue to address this issue and ask the MDOC to make exceptions to the 120 hour limit as it has in the past. MCO will again request that MDOC limit the number of officers in acting positions and spread the burden of overtime to supervisors where possible.

Membership response to the newly released DOMs has been positive. MCO will continue to address discrepancies in how the DOMs are being implemented statewide

Discussed a worksite line issue at DDC/DRC that involved a member working out of class.

MCO staff are working on the closer to home transfer list. The MDOC has set the deadline for March 31<sup>st</sup>

Michigan Supreme Court voted 5-4 in favor of upholding the Court of Appeals decision on the RUO classification, ending MCO's appeal on the issue

March 20<sup>th</sup> attended the UP academy and graduation.

SB 228 allows an appointment from MCO on the commission for suicide prevention. Cary Johnson will be appointed in the bill passes.

Discussed the Detroit Children's day picnic. Motion by Marcus Collins to donate the same amount as previous years. Supported by Gabe Justinak. Motion Carried. The picnic will be Saturday, August 17th 2019.

Discussed the upcoming Officer of the Year Banquet. MCO will approve lodging/mileage for chapter officials who wish to attend, but will not provide leave.

Reported on a presentation that will be given by Anita on Communications and protections of the data and messaging that MCO needs moving forward.

Discussed the idea of coalition bargaining for wages/benefits. The Board supported coalition bargaining.

Discussed the departure of MCO Staff –Jeremy Tripp and Olivia Toretta to SEIU Local 517M.

Motion by Ray to go into Executive Session. @ 1515 hours Supported by Ed Clements.

#### **Ray Sholtz's Report:**

Attended the initial academy presentation for the last class.

Met with the MDOC recruitment about partnering. Lashell Fuller and Darrick Alvarez. Jeremy spoke about legislative funding and the collation between the union and the funding. Vetting of recruitment department ITOs. Further discussed military recruitment, and events/booths.

Attended the memorial at JCF for Michael Purdue.

Met with Jared Warner over overtime issues throughout the State.

Reported progress on the Retiree Chapter as discussed in previous Board meetings.

Trial Board set and the selection process has been completed.

Internal Grievance and Civil Service Grievance procedures are completed.

#### **Andy Potter's Report:**

Member retention report for March was distributed to the board in their mailboxes.

Gave a bargaining update. Approval is needed for coalition bargaining. The board voted yes to coalition bargaining.

Inquired where we are with the feepayers? Byron will split the list and the board will make the calls.

Anita will email the board an update on the new website.

Discussed chapter elections and the mechanism to do it in order to move forward in the times of 2019 and lack of volunteers. Distributed Article 3 of the MCO Constitution and Bylaws. Asked

how the board would like to handle them. The board decided they will be handled as always, and board members will fill in where needed.

Discussed the National Fallen Officers Memorial in Washington DC on May 13, 14, 15. The board would like to attend.

Talked about MCO's vacancies and what it means to MCO moving forward.

Asked to meet with the Executive Board for a day to walk through State Politics and how MCO will be impacted moving forward with union density.

#### **Ed Clement's Report: (Treasurer's Report)**

Request for more shadow boards and pins for retirements. Motion by Cary Johnson to purchase. Supported by Marcus Collins. Motion carried.

Request from ECF from the general fund for start-up monies for a fund raiser for a Member's Granddaughter with cancer. Motion by Ed Clements supported by David Pasche. Motion Carried.

Reported on the need to update the internal MCO computers. Motion by Scott Waggoner Supported by Dave Pasche. Motion carried.

Request from JCF for a donation from the general fund to support a local basketball team. Good PR for MCO. Motion by Gabe Justinak. Supported by Mark Dunn. Motion Carried.

#### **Gabe Justinak's Report:**

AMF's troubles due to the closure. Officer's LOA (17) which makes it difficult to make a request for 12-hour shifts.

Attempts to alleviate mandates. Through training. Etc. Mass texts

PA 415 Vocational Village Programs video, and the bad taste it is leaving in members mouths. The investment into prisoners rather than staff.

#### **Cary Johnson's Report:**

Presented Minutes for November, January and February for approval. Motion by Ed Clements to accept as presented. Supported by Dave Pasche. Motion Carried.

Grievance Committee and internal grievance procedure, both MCO and Civil Service.

Senate Bill No. 228 passed. This is great news after the memorial service and TISM response in the wake of Michael Purdue's death.

Reported on her radio interview with Michigan Radio in Ann Arbor.

Reported on an interview request that was received from New York.

**Mark Dunn's Report:**

Looking for possible criteria for 12 hour shifts and reported on a pilot happening at ECF Supervisors.

Discussed the annual leave DOM and problems surrounding.

**Scott Waggoner's Report:**

Reported on ARF's vacancies.

Reported on ARF's quarantine.

Reported on CFP. He and Marcus have toured and attended meetings in support of the chapter. There has been progress in the many issues.

**Marcus Collin's Report:**

***DRC:***

120- hour Rule- Staff not being allowed to work over that amount, but other staff are being mandated  
Crossing work lines (WOC from DRC to DDC, vice versa)

Progressive Discipline. Not helpful.

**Uniform Committee:**

DDC uniforms not being ordered (Bob Barker)

Food Service wearing identical coats, jackets, hats as MDOC employees

Updates on gloves and hats from prior meeting

**CFP:**

Reported on CFP. He and Scott have toured and attended meetings in support of the chapter. There has been progress in the many issues.

Additional assignments (on upper level)

32 -hour rule violations and updates from Director Horne

Staffing

Write Ups, Grievances

Speak with staff

**WHV Picnic:**

J. Hollins has reached out, looking for dates, The Board determined that August 17<sup>th</sup>. Possible motion to give more funds than previous years.

**David Pasche's Report:**

March 25<sup>th</sup> met with Cindy Stephanie, and Anita For the Annual Crisis Fund Golf Outing. Is scheduled Friday August 16<sup>th</sup>.

Reported on interest on a 5k Crisis Fund Fun Run. Would like approval to move forward to research costs.

# EXECUTIVE BOARD APPEALS

4/2/19

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, and Stephanie Short. Excused: Karen Mazzolini

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## REPORT SIGNED SETTLEMENT

CFO-148-18	Tina Allen	Discharge	Settled (facility)
CFO-002-18	Daren Anderson	Mandatory Overtime	Settled (facility)
12-002-19	Jeremiah Anderson	Discharge	Settled
CFO-083-18	William Aulds	Mandatory Overtime	Settled (facility)
CFO-217-17	Aimee Brandon	Mandatory Overtime	Settled (facility)
15-072-18	DeShara Davis	7 Day Suspension	Settled
CFO-183-17	Michelle Gallippo	Mandatory OT/32 Hr Rule	Settled (facility)
CFO-023-18	Joe Grezlik	Mandatory Overtime	Settled (facility)
CFO-120-18	Antonio Harrison	Mandatory Overtime	Settled (facility)
CFO-212-17	Antonio Harrison	Overtime	Settled (facility)
CFO-216-17	Antonio Harrison	Voluntary Overtime	Settled (facility)
CFO-220-17	Gretchen Heinrich	Mandatory Overtime	Settled (facility)
CFO-185-17	Ernest Jefferson	Mandatory Overtime	Settled (facility)
CFO-001-18	Kent Jones	Mandatory Overtime	Settled (facility)
CFO-224-17	Kris Kartje	Mandatory Overtime	Settled (facility)
CFO-006-18	Kris Kartje	Mandatory Overtime	Settled (facility)
CFO-195-17	Daniel Kozdron	Voluntary Overtime	Settled (facility)
CFO-221-17	Daniel Kozdron	Voluntary Overtime	Settled (facility)
CFO-005-18	Amanda Marshall	Mandatory Overtime	Settled (facility)
64-003-19	Mathias Masasabi	4 Day Suspension	Settled (facility)
04-001-19	Christopher Morse	3 Day Suspension	Settled
CFO-218-17	Mesha McCloud	Mandatory Overtime	Settled (facility)
CFO-007-18	Dave Pellow	Mandatory Overtime	Settled (facility)
CFO-184-17	Victoria Ruel	Mandatory OT/32 Hr Rule	Settled (facility)
25-003-19	Ryan Savoie	8 Day Suspension	Settled (facility)
CFO-011-18	Steve Shivel	Mandatory Overtime	Settled (facility)
20-002-19	Shawn Thomas	3 Day Suspension	Settled (facility)
CFO-135-18	James Vinston III	Vacation Book	Settled (facility)
CFO-003-18	Mack Walker	Mandatory Overtime	Settled (facility)
CFO-211-17	Byron Williams	Mandatory Overtime	Settled (facility)
CFO-219-17	Charlott Wilson	Mandatory Overtime	Settled (facility)
CFO-069-17	Raychelle Woolfolk	Overtime	Settled (facility)
CFO-186-17	Raychelle Woolfolk	Voluntary Overtime	Settled (facility)
CFO-226-17	Raychelle Woolfolk	Preplanned Overtime	Settled (facility)
CFO-197-17	Jason Young	Voluntary Overtime	Settled (facility)
CFO-004-18	Brandon Ziemke	Mandatory Overtime	Settled (facility)

## REPORT SETTLED PRIOR TO ARB

24-004-18	Paul Jensen	3 Day Suspension	Settled
41-025-18	Rodney Madden	3 Day Suspension	Settled
20-026-18	Marcel Richardson	Discharge	Settled
15-041-18	Latese Walls	Discharge	Settled

## REQUEST APPROVAL TO WITHDRAW FROM ARB

25-035-18	LaRonda Velaga	1 Day Suspension	Approved – W/D
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