

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
June 12<sup>th</sup> 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 report for May was distributed to the board in their mailboxes.

Bargaining update: The coalition met on 5/23 and the letter was sent to OSE informing them of coordinated bargaining.

Reported on the Michigan State Council Restructure.

Reported that he has been appointed to an SEIU International Vice President position.

Legislative update

- Andy and Cary testified in front of Senator Ed McBroome on 5/7/19 at the Oversight Committee regarding mental health & correctional officers.
- HB4274 and HB4275 (annuities bill in the financial services committee). Ray testified in support with Rep Albert, Chair of Corrections Committee on May 8. The bill had its first reading.
- SB228 (Suicide prevention bill) referred to committee on Health Policy 5/7. Had first reading. SB 228 will likely be given a hearing 6/20 in House Health Policy Committee. MCO put in a card of support.
- HB4056 (Law enforcement, peace officers, definition of peace officer in the carrying and administering opioid antagonist act; expand to include corrections officers) sponsored by Rep Anthony. Referred to the committee on Health Policy and Human Services on 5/2. Passed in the House on 5/21.
- Retiree draft bill - working with Senator Ed McBroome's office.

Discussion around the Corrections budget.

Training survey was sent on 6/3 and the deadline to have them back is 6/12.

Will the board wait on making a decision with the wall calendar until other ideas are pitched to Andy and the board? The board stated that they want the wall calendar. It has high value with the membership.

Report out action taken on meeting re: meningitis at Brooks.

How will the chapter elections be handled? We need to start working on this now. The board voted to have the chapter elections done by mail-in-ballot.

Anita needs time to train someone for her upcoming absence.

#### Marcus Collins' Report:

WHV is looking for T-shirt design and colors (J. Hollies) for picnic  
What items are we giving away for the picnic? Volunteers

DDC is still short. Went from three vacancies to six. Closer to home. Excessive discipline.  
Grievance issues with heavy mandates and personnel being at another facility (DRC)

DRC pulled their intake officer and now puts responsibility to yard staff. Whom are already responsible for sally port and unit chow reliefs

Uniform Committee is still looking for Labor relations rep to replace Karen for future meetings

Washington trip to SEIU went well. Toured the facilities. Attended the police week memorial

#### Ed Clements' Report:

Presented the January, February, and March 2019 Budget Guidelines. Motion by Marcus Collins to accept, Supported by Mark Dunn. Motion carried.

Crisis Fund request from DDC for an Officer's daughter who was hit by a falling tree while riding her bike. Motion by Marcus Collins for \$300.00 Supported by Gabe Justinak. Motion Carried.

Crisis Fund request from MTU. An Officer's wife has breast cancer and need help for expenses. Motion by Marcus Collins for \$300.00. Supported by Cary Johnson. Motion carried.

Crisis Fund request from ECF for an Officer's 2½ week Daughter that has a severe blood clotting condition in her arm and brain. Traveling expenses are needed. Motion by Marcus Collins for \$300. Supported by Ed Clements. Motion Carried.

Crisis Fund request for an Officer at URF. His pregnant wife had a stroke and they are having to do a lot of traveling medical expenses. Motion by Byron Osborn, Supported by Gabe Justinak. Motion Carried.

Crisis Fund request for the family of an Officer at RGC, who died unexpectedly in an accident. Motion for \$500.00 by Byron Osborn. Supported by Marcus Collins. Motion Carried. There was also a general fund request for \$250.00 for a fund raiser for this Officer.

Request COPS Day at the Ionia Free Fair \$3,500.00

Mark Dunn's Report:

Oaks discipline is catching up the North.

Web-site issues. (all the Board complained)

DOM issues continue to plaque his facility.

Ray Sholtz's Report:

Attended the State Council

Trial Board for the Chapter Official at CFP has been concluded.

Updated on the progress on his research on an MCO Retiree Chapter.

Attended the SEIU International Executive Board.

Reported on a meeting with the Director.

Reported on attending the Executive Board Staffing Workshop.

Byron Osborn's Report:

Issues with mandatory overtime and annual leave scheduling at CFP have been ongoing. DHHS Deputy Director Mellos and DHHS Labor Relations Manager Shilling have been contacted for resolutions and conversations are ongoing.

Attended a State Council meeting with VP Sholtz on May 20 and 21. Representatives from the four SEIU locals in Michigan were present.

The MDOC has agreed to revisions to the Overtime DOM to allow officers to work more than 120 hours of overtime in a pay period and also allows facilities with less than 100 officers to use a 100% mandate list. MDOC also agreed to revise the Annual Leave DOM to add language addressing vacation picks after a voluntary shift transfer.

On June 6 attended a meeting with Director Washington to discuss the break in service issue and the process for placing rehires at facilities. MCO made a proposal to resolve the break in service issue and the Director is giving it consideration. The MDOC plans to place officers who are approved for rehire at facilities in need of officers ahead of seniority based and closer to home transfers. The Board was not opposed to this practice in light of current vacancy levels and the inability of facilities to grant transfer requests.

The MDOC notified MCO that the gas mask exemption process is being reviewed and that the annual sign up period in the month of June would be delayed. MDOC will contact MCO when the review is completed.

The UP academy graduates on June 14 and the Lansing academy graduates on June 28. The next UP academy starts on July 15 and the Lansing academy starts on July 29.

MCO requested that the MDOC clarify that the extra annual leave slots authorized at certain facilities from June through December be awarded as incidental leave slots only and not be granted to incoming shift transfers.

Discussed upcoming 2019 chapter elections and options for conducting them. Motion by Cary Johnson to use mail in ballots at all chapters. Supported by Gabe Justinak and motion carried unanimously.

MDOC Wellness Director Lynn Gorski met with the State Executive Board on June 12 to outline plans for the new program. MCO offered it's full cooperation and resources to Director Gorski.

Discussed pending recalls to Muskegon and Baraga. Officers are frustrated with the slow progress of recalls. I have asked MDOC to allow gradual recalls as new officers become eligible to fill positions.

Reported on JCS issues with the involuntary shift fixes and the extra leave slot.

#### Gabe Justinak's Report:

Reported on the vacancies and Long-term leave of absences at AMF. Continues to advocate for 12-hour shifts for those driving long distances.

Reported on his attendance at the National Law Enforcement Memorial.

#### Scott Waggoner's Report:

Reported on his numbers for mandates.

Reported on the ARF "Open Houses" generating new Officers that are actually from the Adrian and surrounding area.

Reports that ARF Discipline is increasing and is inconsistent.

#### Dave Pasche's Report:

Reported on COPS Day involvement

Reported on the progress with MCO's Annual Crisis Fund Golf Outing.

#### Cary Johnson's Report:

Reported on interviews that she has participated in regard to PTSD, and the supportive emails and calls she has received from numerous Officers including outside of Michigan.

Reported on an issue with OJT's Johnathon Patterson's involvement, in helping to fix the issues.

EXECUTIVE BOARD APPEALS

6/12/19

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

---

**REPORT SIGNED SETTLEMENT**

15-005-19	Andrea Anderson	6 Day Suspension	Settled
51-001-19	Joshua Baranski	3 Day Suspension	Settled
52-003-19	Erin Griffith	10 Day Suspension	Settled
15-012-19	Angela Wilson	3 Day Suspension	Settled (facility)

**REPORT SETTLED PRIOR TO ARB**

41-031-18	Cynthia Johnson	3 Day Suspension	Settled
-----------	-----------------	------------------	---------

**SENT OUT PENDING SETTLEMENT; GT APPEALED**

12-003-19	David Crimin	4 Day Suspension	Impose
54-002-19	Edward Gildyard	11 Day Suspension	Impose
12-004-19	Trent Miller	4 Day Suspension	Impose
51-002-19	Emmanuel Montgomery	3 Day Suspension	Arbitrate

**SENT OUT PENDING SETTLEMENT; NO RESPONSE FROM GT**

41-004-19	Kenneth McKenzie	3 Day Suspension	Impose
49-004-19	De'Angelo Parris	5 Day Suspension	Impose

**CMTE WITHDREW AT PRE-ARB; GT APPEALED**

54-008-18	Shemonya Adkisson	1 Day Suspension	Withdraw
02-001-19	Alejandro Echols	1 Day Suspension	Withdraw
31-028-18	Nathan Wiggers	Discharge	Withdraw

ss:opeiu459afl-cio