

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
September 19th, 2019

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 0945 hours at Holiday Inn Marquette in Marquette, MI

Roll call was taken, and the following were present: Byron Osborn, Ray Sholtz, Andy Potter, Ed Clements, Dave Pasche, Gabe Justinak, Mark Dunn, Marcus Collins, Scott Waggoner, Cary Johnson was at MCO Central Office (via phone conference) and was excused.

10:00 Board Reports:

Ray Sholtz' Report:

- Attended Crisis Fund Golf Outing
- Update on Retiree program progress and interaction with Local 1989 and our retirees
- Reported on meeting with Jared Warner
- Annual Leave Changes
- Presented Bylaws Changes concerning a retiree chapter, elections and Central Conference for approval.

Motion to approve by Gabe. Seconded by Dave. All in support for By-Law Changes.

- Initial bargaining meeting with O.S.E. on 07/30/19
- Attended Labor Day event with SEIU Health Care MI.
- Presented check for crisis fund from MDOC Employee Engagement Outing
- National Corrections P.T.S.D. Conference sponsorship.
  - November 16th in Boston, Massachusetts. First Conference of its kind.
  - Event Sponsorship with us being the Key Note Sponsor for \$2,000.

Motion to spend \$2,000 for primary sponsorship and to send a board member by Ed. Second by Gabe. all in support.

Motion for executive session by Ray. Second by Ed. Eric Hemmila (Guest) stepped out of meeting.

Motion to come out of Executive Session by Ed. Second by Marcus. All in favor.

11:25 Resumed board meeting. Andy Potter and Eric Hemmila in attendance.

Byron Osborn's Report resumed:

- Hired Jonovan Luckey as Political Director.
- Aug 21<sup>st</sup> attended open house at MBP, with Eric Hemmila MBP president.
- TV 6 did an article on staffing shortages in correctional facilities.
- Aug 29th, meeting with Jared Warner about annual leave for 2020 DOM.
  - First ask to go back to old system. Including formula to determine number of slots. Allow people to select all of their accrued days and not allowed to sign up for more than they accrue.
  - Per Jared, not willing to go away from prime and non-prime system. Director Heidi Washington is willing to make some adjustments. One prime and non-prime or 2 non-prime first pass. Second pass move to one block or any five incremental days. They are willing to bring back appropriate rounding up to half slots.
  - Can take prime and non-prime on first pass. Any 5 days or a block on 2nd and 3rd pass.
- Initial sit down with OSE
- Sept. 3<sup>rd</sup> conference call with DHHS about staffing.
- Mandatory overtime is significantly down at this time. Alternative work scheduling. MCO would not be opposed.
- Sept. 4<sup>th</sup> OJT reception in U.P.
- Graduation on Sept. 6<sup>th</sup>.
- Sept. 10<sup>th</sup> attended state council meeting in Detroit. (Four SEIU Locals in Michigan)
- Midwest leadership initiative (State Council is intricate part of it) dealing with political visions of Midwest.
- We are Bipartisan as a state council.
- Need to have a governing body and it will be fluid
- The New Employee Orientation (NEO) procedure should be in place in October.
- If someone is enrolled in college, they can be bypassed if they have verified class on the date of mandate. Alternate schedules can be utilized as well.
- Bargaining is in slow mode. Our Health Care and wages are already set for upcoming year.
- Chapter election issues:
  - KCF had a glitch with 3 people running for president and only two showed up on ballot. New ballots were issued

- LMF did not receive ballots. Called print company and they said they sent them. Contacted post office and they did not know anything about them. Directed MCO staff to send out new ballots. Now members are getting two ballots. Posting sent out for clarification. When ballots come back, they will be in two separate places. They will be verified by staff so that no one will be able to vote twice. Any duplicate ballots will only be counted once. Videotaping of this procedure will be completed for any discrepancies.
- Need to do a report for chapter leaders and send out with new DOM for leave scheduling.

Andy Potter's Report:

- Member retention report for August (placed in board's mailboxes)
- Andy gave a bargaining update. MCO submitted request for impasse assistance on 9/5. Upcoming bargaining dates: 10/8 and 10/22.
- Government Shutdown – State is preparing for a government shutdown. Andy requested information on our bargaining unit.
- Central conference will be held on 10/29 at the Crowne Plaza. Registration starts at 8am – conference begins at **9am** (NOTE: the new time)
- Andy was asked by Senator McBroom to give a structured and process for a taskforce to set metrics and goals for Desert Waters stress study.
- Legislative update
  - HB 4321 (Thomas Albert) Appropriations; zero budget; corrections; provide for fiscal year 2019-2020. Creates appropriation act.

**Current Status** – Scheduled for Conference Committee Hearing on Thursday, 9/19/19 at 3 p.m. in Room 352 House Appropriations, State Capitol Building

- HB 4315 (Mike Mueller) Crimes; public office and officers; penalties for disarming a law enforcement officer of a firearm if accomplished by force or if law enforcement officer is injured; increase. Amends sec. 479b of [1931 PA 328](#) (MCL [750.479b](#)).

**Current Status** – reported out of committee on 9/10/19 is on second reading.

- HB 4316 (David LaGrand) Criminal procedure; sentencing guidelines; sentencing guidelines for disarming a law enforcement officer of a firearm if accomplished by force or if law enforcement officer is injured; provide for. Amends sec. 16x, Ch. XVII of [1927 PA 175](#) (MCL [777.16x](#)). TIE BAR WITH: [HB 4315'19](#)

- **Current Status** – reported out of committee on 9/10/19 is on second reading.

- SB 228 (Jim Runestad) Health; suicide; suicide prevention commission; provide for.
  - **Current Status** - was voted out of the House Ways and Means Committee on 9/17 and

reported to the House

- HB 4274 (Steve Marino) Retirement; public school employees; annuity option; expand. Amends sec. 127 of [1980 PA 300](#) (MCL [38.1427](#)). –
    - **Current Status** - referred to House Committee on Appropriations, with substitute (H-1) on 6/12/19
  
  - HB 4275 (Thomas Albert) Retirement; state employees; annuity option; provide for. Amends sec. 58 of [1943 PA 240](#) (MCL [38.58](#)).
    - **Current Status** - referred to House Committee on Appropriations, with substitute (H-1) on 6/12/19
  
  - HB 4056 (Sarah Anthony) Law enforcement; peace officers; definition of peace officer in the carrying and administering opioid antagonists act; expand to include corrections officers. Amends sec. 1 of [2014 PA 462](#) (MCL [28.541](#)).
    - **Current Status** - REFERRED TO SENATE COMMITTEE ON [HEALTH POLICY AND HUMAN SERVICES](#) on 5/22/19
  
  - SB 498 (Jeff Irwin) State financing and management; purchasing; certain public entities from contracting with discriminatory businesses that participate in private detention centers; prohibit. Amends sec. 261 of [1984 PA 431](#) (MCL [18.1261](#)) & adds sec. 241d.
    - **Current Status** - REFERRED TO SENATE COMMITTEE ON [GOVERNMENT OPERATIONS](#) on 9/4/19
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- There will be a legislative reception regarding corrections workers wellness on 10/8 from 5pm – 6:30pm. Lynn Gorski, Director of the Wellness Unit and Caterina Spinaris from Desert Wates and did the MDOC wellness study and MCO study in 2015 will give a short presentation. Andy will provide talking points for the board.
  - Discussed with the board the need for an executive order on meet and confer so we can temporary secure DOMS and the right to meet about them with the director.
  - New political director update. Andy and Jonovan Luckey had a meeting with McBroom's office on 9/12. They also have a meeting with Rep. Thomas Albert and Senator Barrett to discuss issues around the stress survey and short staffing among other issues.
  - Andy will give a presentation at PTSD conference in Boston on November 16. Board approved \$2,000.00 for keynote sponsorship and allowing an officer (board member) to attend.
  - Gave an update regarding chapter elections. Election count day is 10/1. Staff will be counting ballots.
  - MCO is hiring a new Member Engagement/Benefits Associate. Has been listed in multiple places.
  - New Member (NEO) update. We need a new understanding around when we sign up new members at the

academy.

- Andy to give a presentation at the Innovations on Crime Conference at John Jay College on 9/24.
- Andy had a discussion with SEIU Ethics Coordinator and SEIU Legal to get answers to executive board questions from 8/15/19 board meeting. Can we allow a stipend for grievance committee? Can Board members who fill in for staff be compensated? He is waiting to hear back from both.
- Build out a strategy on how we can put something in contract to give us rights to access new officers at the academy.

#### Cary Johnson's Report:

- 12 RSVP for Women in Corrections event for next month.
- Sept. 16<sup>th</sup> Media source in Kalamazoo talking about PTSD/Correctional Fatigue.
- Meeting with Lynn Gorski, Winnie Acorn (she is touring facilities) from Parole/Probation. Has a lot of connections with Administration. Not very well received by staff. Uncertain if the wellness group is interested in other ideas currently.
- Training with Anita (for future Maternity leave) more difficult and really detailed.
- We utilize SEIU mass email system.
- Opioid Crisis is different in prisons than in society. In Directors strategic plan for 2020 for issuance of Suboxone to prisoners. Does not really help sending people out to streets, under influence of Suboxone. Where does MCO stand on this issue?
- Grievance committee is really difficult. Lots of personal time involved for Grievance Committee members. Mandates create issues.
- Time limits are getting dumped due to time limit violations. Needs to be addressed at Central Conference (None have been discharge cases).
- Eric Hemmila speaks on grievance committee. He thinks discussion at Central Conference is warranted. Wants to sit down with committee members to work through processes. Cary likes this idea and thanked Eric for the suggestion.
- Cindy asked to talk about BBL 1 approval. She is concerned with record keeping. We should fill out leave request slip for BBL 1, including reason for leave and submit to Wardens office. After approval, Send a copy to Cindy for our records.

#### Ed Clements's Report:

- Presented the June Budget Guidelines 2019 for approval.
- Lots of Crisis fund requests, over the past month.
- BBL1 usage process.

#### Scott Waggoner's Report:

- Lori Alcon, wellness member, toured Adrian and talked with staff. She is the regional coordinator. She did make a point saying she was going to come back and tour without administration.
- Membership asking about hybrid retirement. Bringing health care back. What can MCO do with this process?
- A lot of new hires are coming from local area now. Hopefully that helps retain people in the future.
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#### Dave Pasche's Report:

- August 16th golf outing down again in numbers. We need to talk about future outings. Is it still viable option for fundraising? Make certain it is for the membership, only had 2 administrative teams. Lost 5 teams from last year, unknown mandates are cited as an issue. Earlier or later date for golf outing is worth exploring.
- August 17th attended Children's day picnic. Backpacks: we need to look at future expenditures in this area. It is a good program but need more accountability.
- August 23rd Golf outing in St. Louis (employee engagement). Donation to Crisis Fund.
- New officers want some kind of light at the end of the tunnel. A lot of staff are leaving the department for other areas as there is nothing to keep them. Mandates are a continual problem. New people are not fully bought onto the union concept. We need to find other ways to engage them.

#### Gabe Justinak's Report:

- Ballots were received at Baraga; election process is underway.
- Sept. 22<sup>nd</sup> two layoffs will be coming. Recall list will then be exhausted as of 09/22/19. 15 FTEs short. Remaining officers at Baraga from OCF is 34 officers from starting at 70. Morale is fairly good except for midnights. Mandatory voluntary quarterly checks that can be used for deductibles, health care...etc... Let us inquire about it for future membership.

#### Mark Dunn's Report:

- Attended Crisis Fund Golf Outing/Children's Picnic.
- Annual leave issue with more than 1 thousand hours are accrued by staff on 1st and 3rd shift than is available in the vacation book. Day shift has 50 assignments so rounding up will not help. 3rd shift has 23 so they will receive some relief.

- Children's picnic funding definitely needs detailed reports on where money is being spent. Extra money was given this year due to Local Employee Clubs not funding as much as in past. Was disheartening to hear that some side dishes were catered in and people grilling were paid. Lots of members around state wanting to know when they would be able to have a picnic like this.

Ed motions for Executive Session. Second by Scott. 15:13hrs.

Ed motions to come out of Executive Session. Second by Dave. Out of executive session.

Motion by Ed to adjourn meeting. Second by Dave. Meeting concluded at 15:50

Note: Marcus had to leave meeting early. He forwarded his report before leaving.

Marcus Collins' Report:

- WHV picnic was a success. In the future looking for book bag order ahead of time (maybe in winter months, after school starts). Also, menu will be reduced to eliminate food shortages.
- Numerous officers have inquired about receiving calendar books earlier.
- WCC officers are concerned that with only one union official running will the board be present, to help guide it along.
- DDC is very segregated in discipline and daily operations. Recently announced we are getting our fourth warden in six years (Doug Smith)
- DDC is unsanitary and numerous grievances on numerous issues.
- DRC/DDC are going back to CFA. What does this mean for the future?
- No issues with ballots.
- Will current board be touring and visiting facilities as done prior (DRC, Macomb, WCC, and CFP all inquired)?