

MINUTES OF:
State Executive Board
SEIU Local 526M
December 9th, 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, Marcus Collins, Mark Dunn, and Scott Waggoner.

Andy Potter's Report-(presented via email)

- Member retention report for October and November (placed in board's mailboxes)
- Debrief Central Conference
- Andy spoke with Heidi regarding the biometric study with U of M. She is confident that they have no money to put towards it. However, she would still allow the study to take place but wants to discuss the conditions. (Andy believes he can find the money to do the study through next fiscal year 20%) with Board approval he will move forward with Byron to continue the conversation with the Dept and Mich Univ.
- Andy chaired an SEIU Corrections Council meeting at SEANC HQ on 11/12 – 11/13. Ray also attended. There was discussion around wellness and how it's affected by reforms without officer input.
- Legislative hearing will be held on 12/4. MCO's legislative reception led to the legislature asking for testimony from Caterina Spinaris, Lynn Gorski and MCO (Cary). All have been debriefed on talking points and how wellness relates to working conditions, including excessive discipline, understaffing and communications between line staff and supervisors.
- Update SEIU 2020 Convention
 - Convenes mid-day on Friday, April 24, 2020 and adjourns mid-day on Monday, April 27, 2020
 - Location: McCormick Place Convention Center in Chicago

Byron Osborn's Report-

- Nov 16- attended a Corrections PTSD conference with corrections representatives from several states.
- Nov 20- attended a labor-management meeting at CFP.
- Nov 25- met with the Director and Deputy Director. Discussed issues with the Annual Leave DOM, WHV transfer freeze, Muskegon recalls.
- Recalls to Muskegon complex will be completed on Dec 15, 2019.
- Exploration into an MCO App has begun.
- Issues with single officer transpo runs and officer restroom use are being discussed with the Director's office. Policy is unclear on this topic.
- The MCO closer to home transfer has been finalized with the Department

- Issues with facility incident videos being used for training are being discussed with the Deputy Director's office.
- The Shift Swap LOU has been amended to allow OJTs to do swaps.
- The tentative agreement on wages and health care for the remaining two years of the CBA go before the Civil Service Commission on Dec 11, 2019 for approval.
- Chapter Official training has been scheduled for Jan 28-29 in the Upper Peninsula and Feb 4-5 and Feb 5-6 in the Lower Peninsula.

Ed Clements' Report-

- Presented the September Budget Guidelines for 2019. Motion by Marcus Collins to approve. Supported by Mark Dunn. Motion Carried.
- Crisis Fund Request from JCF for an Officer that fell from a tree stand and was hospitalized for his numerous injuries. Motion by Dave Pasche for \$300.00 Supported by Scott Waggoner. Motion Carried.
- Crisis Fund Request from JCF for an Officer's travel to move his terminally ill Mother home for "end of life" care. Motion by Scott Waggoner for \$300.00. Supported by Dave Pasche. Motion Carried.
- Crisis Fund Request from AMF for an Officer who has been diagnosed with prostate cancer and needs help with travel. Motion by Marcus Collins for \$300.00 Supported by Cary Johnson. Motion Carried.
- Crisis Fund request from TCF for an Officer that has kidney cancer. Motion by Cary for \$300.00. Supported by Marcus Collins. Motion Carried.
- Crisis Fund request from RGC for an Officer whose Husband passed away unexpectedly and needs help with funeral expenses. Motion by Marcus Collins for \$300.00 Supported by Ed Clements. Motion Carried.

Ray Sholtz's Report-

- November 12th and 13th Met with a combined pension exploration group. R.S.I. (Reason Institute/Midwest Strategy Group. Will follow-up next month with examples.
- November 21st Attended SEIU State Council Meeting
- November 25th Met with the Director and Deputy Director with Byron
- Reported on posting the Benefits Coordinator position. The deadline for applicants is 12/31
- December 6th Attended MDOC Honor Guard Fundraiser.
- Reported on Retiree Sub Committee meeting scheduled for next week.

Executive Session at 10:30 a.m.

David Pasche's Report-

- Requested input from the Board on dates for the annual Crisis Fund Golf Outing.
- Discussed an incident at MTU where the Wellness team responded, and the concerns with our Officers using the program as it's designed.
- Solicited ideas of other ways to raise money for the MCO Crisis Fund.

Marcus Collin's Report-

- Discipline is down at DDC, as well as mandates.
- Uniform Committee next meeting is Wednesday December 11th.
- Director's Designees touring and giving recommendations.
- CFP thanked MCO for their continued attention.

Mark Dunn's Report-

- Reported on a tour of ECF by Labor Relations and the Director.
- Discussed the possibility of an MCO App and price tag attached.

Scott Waggoner's Report-

- Discussed his progress with the steward manual and working with legal to complete it. The manual will be expedited to ensure it is sent out prior to the training dates.

Cary Johnson's Report-

- Presented the October 28th 2019 Executive Board meeting minutes for approval. Motion to approve as written by Ed Clements. Supported by Dave Pasche. Motion Carried.
- Presented the October 29th Central Committee meeting minutes for approval. Motion to approve as written by Scott Waggoner. Supported by Mark Dunn. Motion Carried.
- Reported on the "Women in Corrections" work group, and the progress of the second convening.
- Reported on testifying at the Corrections Senate Appropriations Committee on December 4th.
- Reported on attending Labor Management at WHV.
- Reported on her temporary work as Communications Director for Anita while she is on maternity leave.
- Concerns with Roll Call, and Administration moving forward without MCO's input.

The board heard grievance appeals and the following actions were taken:

48-005-19	Sarah Rowe	Impose
30-003-19	Brian Tenhove	Impose (telephone)
CFO-126-18	Ronnie Williams	Impose
54-009-19	Antwan Oden	Impose
41-013-19	Tony Bohannon	Arbitrate (personal)
64-008-19	Ayada Hamdan	Withdraw
48-004-19	Charles Bozzo	Approved to Arb
64-004-19	Logan Brown	Withdraw
15-017-19	Kenesha Thomas	Withdraw
54-011-19	Jemile Green	Impose
02-004-12	Mel Grieshaber, et al.	Withdraw

Staff reported on the status of the following grievances:

29-008-19	John Alcodray	Settled
29-010-19	John Alcodray	Settled
54-026-19	Charles Brown	Settled (facility)
27-005-19	Bruce Cartwright	Settled
44-004-19	Emily Cummings	Settled
CFO-001-19	Patricia Elicerio	Settled (facility)
12-007-19	Marc Fountain	Settled
64-010-19	Samuel Gaymon	Settled (facility)
CFO-142-18	Antonio Harrison	Settled
64-009-19	Denyell Hughey	Settled (facility)
64-011-19	Cesar Martinez	Settled (facility)
41-014-19	Christopher Sheffield	Settled (facility)
20-004-19	Barry Signor	Settled
44-005-19	Jason Wood	Settled (facility)
CFO-143-18	Raychelle Woolfolk	Settled
41-015-19	Charles Youngblood	Settled (facility)
44-006-18	Zachary Drouillard	Reported
04-002-19	Greg Renucci	Settled
15-016-19	Marilyn Zachery	Reported