

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
January 9, 2018

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The meeting of the State Executive Board was called to order by Tom Tylutki at 9:40 AM on January 9, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Andy Potter, Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Brent Kowitz, Scott Waggoner, Ed Clements, and Bill Henderson.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for October 2017. Motion by Cary Johnson to approve the budget guidelines as presented. Supported by Ray Sholtz. Motion carried.
- Discussed with the board a meeting with the Department concerning contraband in the gates.
- Crisis Funds Request:
  - \$500 to help a member's family at SRF. Motion by Ed Clements. Supported by Cary Johnson. Motion carried.
  - \$300 to help a member at IBC. Motion by Byron Osborn. Supported by Bill Henderson. Motion carried.
  - \$300 to help a member at URF. Motion by Cary Johnson. Supported by Ed Clements. Motion carried.
  - \$300 to help a member at SRF. Motion by Ray Sholtz. Supported by Bill Henderson. Motion carried.
  - \$300 to help a member at SMT. Motion by Bill Henderson. Supported by Brent Kowitz. Motion carried.
  - \$300 to help a member at TCF. Motion by Cary Johnson. Supported by Ed Clements. Motion carried.
  - \$300 to help a member at OCF. Motion by Cary Johnson. Supported by Ed Clements. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the December 7<sup>th</sup> and December 8<sup>th</sup> State Executive Board and Board Appeals meetings. Motion by Cary Johnson to approve the minutes as presented. Supported by Ray Sholtz. Motion Carried.
- Attended a town hall meeting in Ionia with Representatives Calley and Albert.
- Attended a town hall meeting in Jackson with Representatives Roberts and Alexander.

Andy Potter's Report (Chief of Staff):

- Discussed with the board the 3% lawsuit won by teachers in Michigan. He explained that MCO already won this lawsuit.
- Discussed with the board discipline in the department.

The board went into executive session at 11:05AM. Motion by Ed Clements. Supported by Ray Sholtz. Motion carried. The board exited executive session at 11:25AM. Motion by Cary Johnson. Supported by Ray Sholtz. Motion carried.

Tom Tylutki's Report (President):

- Discussed the Closer to Home Transfer List with the board.
- Reported on the passing of Kary Sowels, former MCO President. Motion by Ed Clements to donate \$500 to Camp Lor Memorial in memory of Kary Sowels. Supported by Brent Kowitz. Motion Carried.
- Presented a LOA that identifies facilities that allow officers to work up to 160 hours of voluntary overtime per pay period. Motion by Ed Clements to approved the LOA. Supported by Ray Sholtz. Motion Carried.
- Appointed Bill Henderson and Byron Osborn to a committee to examine MCO's By Laws.
- Discussed an escape at SAI.
- Attended a meeting with ARU officers.
- Attended a town hall meeting in Jackson with Representatives Roberts and Alexander.

Ray Sholtz's Report (Trustee):

- Reported that Winfield Welch (DDC) will be hosting a fundraiser in Southeast Michigan to benefit MCO military members.
- Reported on an upcoming military advocate training session.

Scott Waggoner's Report (Trustee):

- Discussed an upcoming New Workers committee meeting.

Motion to adjourn at 2:22 PM by Scott Waggoner. Supported by Ed Clements. Motion Carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
January 10, 2018

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The meeting of the State Executive Board was called to order by Tom Tylutki at 9:36 am on January 10, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Bill Henderson, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter excused.

The Board heard grievance appeals and took the following actions:

49-013-17	Ford Powers	Upheld
49-012-17	Lonny Roland	Upheld
31-012-17	Mike Hengesbach	Withdraw
20-021-17	Xavier Moore	Hold

Staff reported on the status of the following grievances:

40-008-17	Brenda Tammelin	Settled
12-005-17	David Crimin	Settled
49-006-17	Nicholas Sata	Settled

Staff were dismissed after the appeals.

Cary Johnson's Report: (Trustee)

- Sent in a position description for the STG position to the Director.
- Reported on a PTSD meeting with Lynn Gorski (MSP) and the Director at MSP.
- Discussed issues with the Uniform Committee not meeting.
- Discussed critical incident reports in the Department.
- Working with Jim McHenry on a luncheon for the Honor Guard.

Meeting was adjourned at 1:40pm. Motion by Ed Clements. Supported by Byron Osborn. Motion Carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
February 14, 2018

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The meeting of the State Executive Board was called to order by Tom Tylutki at 10:10 AM on February 14, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ray Sholtz, Cary Johnson, Byron Osborn, Brent Kowitz, Scott Waggoner, Ed Clements, and Bill Henderson. Andy Potter excused.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for November 2017. Motion by Ed Clements to approve the budget guidelines as presented. Supported by Scott Waggoner. Motion carried.
- Presented the budget guidelines for December 2017. Motion by Ed Clements to approve the budget guidelines as presented. Supported by Scott Waggoner. Motion carried.
- Presented the budget guidelines for 2018. Motion by Brent Kowitz to approve the budget guidelines as presented. Supported by Ed Clements. Motion carried.
- Attended the Muskegon Closure meeting.
- Motion by Ray Sholtz to sponsor the International Ice Breaker Challenge in Sault Ste Marie \$100. Supported by Ed Clements. Motion carried.
- Discussed a meeting with the Department concerning contraband issues in the gate.
- Crisis Funds Request:
  - \$300 to help a member's family at SRF. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.
  - \$300 to help a member at IBC. Motion by Byron Osborn. Supported by Bill Henderson. Motion carried.
  - \$300 to help a member at MBP. Motion by Bill Henderson. Supported by Brent Kowitz. Motion carried.
  - \$300 to help a member at WHV. Motion by Scott Waggoner. Supported by Ed Clements. Motion carried.
  - \$300 to help a member at KCF. Motion by Ed Clements. Supported by Byron Osborn. Motion carried.
  - \$500 to help a member at URF. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.

Jeremy Tripp's Report (Government Affairs Director):

- Updated the board on a bill concerning our Absconder Recovery Unit.
- Updated on the board on bills concerning officer dignity and dress outs of corrections officers.
- Discussed with the board 5 bills introduced dealing with penalties for drone operation near correctional facilities.

- Discussed with the board a proposed convening with MCO and select members of the House Appropriations Committee on PTSD and corrections suicide.
- Introduced Dana Nessel candidate for Attorney General to the board.

Cary Johnson's Report (Trustee):

- Discussed the upcoming honor guard luncheon.
- Participated in the selection of the 5 finalists for Officer of the Year.
- Met with Steve Rivard concerning the joint uniform committee.
- Discussed a grievance audit conducted by herself, Byron Osborn, and Brent Kowitz.
- Attended the Muskegon Closure meetings.
- Discussed with the board attending a seminar on opioid addiction and difficulties for unions. Motion by Ray Sholtz to approve Cary Johnson to attend the workshop. Supported by Ed Clements. Motion carried.
- Discussed purchasing a 50<sup>th</sup> Anniversary pin for members showing solidarity during bargaining. Motion by Scott Waggoner to approve the purchase of the pins. Supported by Brent Kowitz. Motion carried. Ray Sholtz voted No.

Ray Sholtz's Report (Trustee):

- Attended the Muskegon Closure meeting, thought it went well.
- Requested an audit for the Administrative Leave numbers for 2016-2017.
- Thanked Tom Tylutki who appointed Mike Pressley (Oaks) and Jon Hoath (Lakeland) to the Military Members Committee.
- Motion by Ray Sholtz to purchase trophies for the 5 finalists for Officer of the Year. Supported by Cary Johnson. Motion carried.

Scott Waggoner's Report (Trustee):

- Discussed upcoming civil service rule changes.
- Discussed discipline in the Department.
- Toured ARF with State Representative Eric Leutheuser and Tom Tylutki.

Byron Osborn's Reports (Trustee):

- Attended the Muskegon Closure meeting, thought it went well.
- Discussed a grievance audit conducted with Brent Kowitz and Cary Johnson.
- Discussed a recent By Laws review meeting.

Brent Kowitz was excused at 1:45PM. The trustees conducted an audit. Meeting adjourned.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
February 15, 2018

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The meeting of the State Executive Board was called to order by Tom Tylutki at 9:55AM on February 15, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Bill Henderson, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter excused.

The Board heard grievance appeals and took the following actions:

20-021-17	Xavier Moore	Withdraw
31-009-17	Nathan Jones	Withdraw

Staff reported on the status of the following grievances:

41-027-17	Michael Gadzinski	Settled
64-008-17	Justin Whitney	Settled
64-009-17	Samuel Gaymon	Settled
64-011-17	Antonio Henderson	Settled
52-009-17	Dennis Cox	Settled
49-019-17	Cora Erves	Settled
49-018-17	Bryan Cannon	Settled
49-017-17	Terrence Eaddy	Settled
49-001-18	Tyrone Meeks	Settled
25-025-17	Timothy Gormley	Settled
24-009-17	Dewey Watkins	Settled
05-009-17	Justin Frakes	Settled
05-007-17	Jeffrey Briggs	Settled
04-010-17	Christopher Morse	Settled

Staff were dismissed after the appeals.

Andy Potter joined the meeting at 11:00AM.

The board heard a report from Tara Nichol on information gathered concerning By-Laws.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the January 9<sup>th</sup> and January 10<sup>th</sup> State Executive Board and Board Appeals meetings. Motion by Cary Johnson to approve the minutes as presented. Supported by Ed Clements. Motion Carried.
- Discussed a meeting with House Rep Green concerning drone legislation.
- Discussed a grievance audit conducted with Cary Johnson and Byron Osborn.

The board went into executive session at 1:23PM. Motion by Ray Sholtz. Supported by Cary Johnson. Motion carried. The board exited executive session at 2:23PM. Motion by Ray Sholtz. Supported by Cary Johnson. Motion carried.

Tom Tylutki's Report (President):

- Updated the board on the MTF closure.
- Toured ARF with Chapter Officials and Representative Leutheuser.
- Discussed with the board attending a labor management meeting at ICF.
- Discussed with the board MCO's affiliation with MAPO. Motion by Cary Johnson to disaffiliate with MAPO. Supported by Ed Clements. Motion carried.

Andy Potter's Report (Chief of Staff):

- Discussed a request from Tim Fleury (Alger) for \$250.00 to help with startup costs for a golf outing to benefit MCO Crisis Fund. Motion by Ed Clements to donate \$250.00 for startup costs. Supported by Brent Kowitz. Motion carried.
- Reported on a previously approved amount of \$5,000 for the Medal of Honor Foundation will be reduced to \$3,000.
- Requested a \$5,000 donation to ACOIN for National Work against Prison Privatization. Motion to approve by Ray Sholtz. Supported by Scott Waggoner. Motion carried.
- Updated the board on a meeting with Absconder Recovery Unit.
- Discussed Civil Service changes and the potential impact on MCO.

Meeting was adjourned at 3:26PM. Motion by Ed Clements. Supported by Scott Waggoner. Motion Carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
March 14, 2018

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The meeting of the State Executive Board was called to order 10:00 AM on March 14, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Bill Henderson, and Andy Potter.

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for January 2018. Motion by Brent Kowitz to approve the guidelines as presented. Supported by Cary Johnson. Motion Carried.
- Discussed an upcoming meeting on gate procedures.
- Discussed a contingency plan for food service. Andy Potter has approached the Director and has not received a response yet.

General Fund requests

- Request from Mid-Michigan Wolves Basketball Team for a donation to help with costs and uniforms. Motion by Scott Waggoner to donate \$250.00. Supported by Ray Sholtz. Motion carried.
- Request from JCF for a donation to help fund a cookout in remembrance of an officer who committed suicide. Motion by Scott Waggoner to donate \$200. Supported by Ray Sholtz. Motion carried.
- Request from MTU to help with a fundraiser for an Officer who has cancer. Motion by Ed Clements to donate \$200. Supported by Scott Waggoner. Motion carried.

Crisis Fund requests

- \$300 to help a member at MTV. Motion by Ed Clements. Supported by Scott Waggoner. Motion carried.
- \$500 to help a member at AMF. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the February 14<sup>th</sup> and 15<sup>th</sup> 2018 State Executive Board and Board Appeals meetings. Motion by Cary Johnson to accept the minutes as presented. Supported by Scott Waggoner. Motion carried.
- Reviewed with the board charges filed on the chapter official at CFP. Motion by Bill Henderson to not refer the charges to a trial board. Supported by Scott Waggoner. Motion carried.
- Attended a meeting with legislators concerning PTSD and other MCO issues.



Andy Potter's Report (Chief of Staff):

- Discussed member retention with the board and supplied documents for the board to review and give direction.
- Updated the board on Civil Service proposals.
- Discussed newspaper advertisements honoring MCO officers who have fallen in the line of duty. The board approved pending the prices for the advertisements during Correction Officers Week.
- Reported on a meeting with members of the House of Appropriations committee on PTSD and other MCO issues along with a wide range of member issues.
- Discussed with the board adding a text option to share move forward and other information. The board approved.
- Informed the board of focus group of 12-15 members/leaders regarding Civil Service.

Tom Tylutki's Report (President):

- Reported on new employee schools. WHV is receiving 30, the Upper Peninsula 39 and the Lansing class 140.
- Updated the board on the MTF closure.
- Reported that Woodland is now using stun cuffs.
- Reported on his testimony at an unfair labor practice hearing.
- Reported that several disciplinary proceedings at LCF have been assigned to the Legal Team.
- Reported on a phone call where charges were filed on a chapter official at CFP. Motion was made by Brent Kowitz on the phone poll to not refer the charges to a trial board. Supported by Ed Clements. Motion carried.
- Discussed the corrections officer of the year banquet. Motion by Cary Johnson to pay for the meal of any board member or chapter president who attends. Also any officer of the year and their guest. Supported by Ed Clements. Motion carried.

Byron Osborn's Report (Trustee):

- Attended a meeting with legislators concerning PTSD and other MCO issues.

Scott Waggoner's Report (Trustee):

- Reported on updating the Stewards manual.
- Discussed having another young worker conference.

Cary Johnson's Report (Trustee):

- Attended a meeting with legislators concerning PTSD and other MCO issues.
- Discussed a program on PTSD and met with MSP Chaplains along with Scott Waggoner.
- Discussed this years P.A. 415 training.
- Discussed concerns with institutional transfers.
- Discussed physical plant changes at JCF.

Ray Sholtz's Report (Trustee):

- Reported on a Military Members meeting upcoming on April 24<sup>th</sup>
- Discussed an audit on administrative leave
- Requested a breakdown of Crisis Fund distributions.

Motion by Ray Sholtz to go into executive session at 1:43 pm. Supported by Byron Osborn.  
Motion carried.

Motion by Ed Clements to exit executive session at 2:28 pm. Supported by Byron Osborn.  
Motion carried.

Motion by Ed Clements to adjourn at 2:30 pm. Supported by Ray Sholtz. Motion Carried

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
March 15, 2018

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The meeting of the State Executive Board was called to order at 9:52AM on March 15, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Tangee Laza, Jeff Foldie, Shawn Davis, and Stephanie Short. Andy Potter and Bill Henderson were excused.

The Board heard grievance appeals and took the following actions:

52-001-18	James Brazier	Written Reprimand	Withdraw
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Staff reported on the status of the following grievances:

24-001-18	Kathryn Eirosius	Settled
15-012-18	Lindsey Roberts	Settled (Facility)
15-007-18	Kristin Sarles	Settled (Facility)
15-002-18	Ryan Skelton	Settled
25-001-18	Marty Terry	Settled
06-002-18	David Tianen	Settled
25-002-18	Yancy Wilson	Settled

Staff were dismissed after the appeals.

The trustees conducted an audit.

Brent Kowitz requested \$1500 for start up costs for the 2018 MCO Crisis Fund Golf Outing. Motion by Ed Clements to approve the \$1500. Supported by Ray Sholtz. Motion carried.

Andy Potter discussed with the board the effects of Civil Service and bylaws with recommendations. The Board engaged in a strategic meeting for several hours discussing these issues and possible solutions.

Bill Henderson joined the meeting at 1:46 p.m.

- Discussed a meeting he attended with the department today concerning gate issues
- Crisis Fund Requests
  - \$300 to help a member at RGC. Motion by Cary Johnson. Supported by Ed Clements. Motion carried.

Motion to adjourn at 2:58 p.m. by Ed Clements. Supported by Brent Kowitz. Motion carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
April 16, 2018

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The meeting of the State Executive Board was called to order 10:14 AM on April 16, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Andy Potter, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner, Bill Henderson, and Andy Potter.

Bill Henderson's Report (Treasurer):

Crisis Fund requests

- \$300 to help a member at ARF. Motion by Ed Clements. Supported by Scott Waggoner. Motion carried.
- \$300 to help a member at WHV. Motion by Ed Clements. Supported by Bill Henderson. Motion carried.
- \$300 to help a member at WHV. Motion by Brent Kowitz. Supported by Ed Clements. Motion carried.

Brent Kowitz's Report (Recording Secretary):

- Presented the minutes for the March 14<sup>th</sup> and 15<sup>th</sup> State Executive Board and Board Appeals meetings. Motion by Cary Johnson to approve the minutes as presented. Supported by Byron Osborn. Motion carried.

Andy Potter's Report (Chief of Staff):

- Updated the Board on the upcoming e-council meeting
- Distributed a letter from TCF to the Governor regarding excessive discipline as requested by board members
- Anita Lloyd presented a Digital Ad campaign to the board. The advertisements included are on Google, Twitter, and YouTube. Motion by Ray Sholtz to approve \$2,000 for advertisements. Supported by Brent Kowitz. Motion carried.

Ray Sholtz's Report (Trustee):

- Discussed an upcoming military members meeting on April 24<sup>th</sup>

Tom Tylutki's Report (President):

- Discussed with the board an issue at URF
- Reported that vacation books at MTU, Brooks, ICF, and IBC have been recalculated by Jared Warner per his request due to the MCF closure
- Discussed hospital coverage issues at the Forensic Center

Cary Johnson's Report (Trustee):

- Attending opioid training in May
- Discussed mandatory overtime issues at JCF
- Uniform committee meeting is scheduled
- Scheduled to attend a STG meeting

Motion to adjourn at 2:10 pm by Ed Clements. Supported by Ray Sholtz. Motion carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
April 17, 2018

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The meeting of the State Executive Board was called to order 10:08 AM on April 17, 2018 at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Tom Tylutki, Ray Sholtz, Brent Kowitz, Cary Johnson, Byron Osborn, Ed Clements, Scott Waggoner and Bill Henderson. Andy Potter was excused.

The Board heard grievance appeals and took the following actions:

07-001-18	Scott Verschure	Impose
64-010-17	Gary Smith, et al.	Impose

Staff reported on the status of the following grievances:

31-012-18	Dylan Birgy	Settled
41-006-18	John Hall	Settled
29-004-18	Aaron Jones	Settled
41-005-18	Marion Owens	Settled
31-011-18	Brandon Williams	Settled
29-005-18	Vanessa Wilt	Settled
29-002-17	Brandon Canty	Settled

Bill Henderson's Report (Treasurer):

- Presented the budget guidelines for February 2018. Motion by Cary Johnson to approve the guidelines as presented. Supported by Byron Osborn. Motion carried.

The board attended the senate budget hearings on corrections.

Motion to adjourn at 1:48 p.m. by Brent Kowitz. Supported by Bill Henderson. Motion carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
May 23rd 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 09:25 am on May 23rd 2018 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.

Byron Osborn's Report: (President)

- Reported on his meeting with Director Washington on May 16th.
- Reported on Office changes within the MCO Building to make room for the Vice President's office, and a work space for the Executive Board.
- Presented a Chapter Report Form that has been distributed to all of the Chapters.
- Reported that there are presently still 49 Officers from the West Shoreline closure still on Lay-off/Recall to MCF and LRF.
- Reported on a Phone conversation with the hospital director at Forensics in regards to a member on stop order at the Forensics Center.
- Reported on an incident at the Oaks where Officers responded to an Employee medical emergency, used an AED and plans to attend if Life Saving awards are presenting.
- Reported on a letter that MCO received from Vincent Waller, Doris Taylor's Son, requesting that his Mother be placed on our Memorial. Motion by Cary Johnson to deny the request. Slain MDOC TCF Employee, Doris Taylor doesn't meet the criteria set forth by the Committee. Supported by Scott Waggoner. Motion Carried. A letter in response will be sent.
- Reported to the Board that the technology at MCO needs to be upgraded in preparation for the CSC Rule Changes. Proposal by Oliva Toretta submitted for the Board to review.

(09:50 Break for Economic Presentation to the Board by Mitch Beam.)

The Board received s MIRS document, summary, to review in preparation for Bargaining, and the upcoming Political Season.

Executive Board meeting reconvened at 11:05 and President Byron's Osborn's report continued.

Byron Osborn's Report: (Continued)

- \*Discussed alternate dues collection methods. Cary Johnson presented a pilot idea to the Board. Other ideas are encouraged.
- \*Staff Appreciation Lunch with the entire Board.
- LAN lines at all chapters that still had them are now cancelled.
- Appointed Ed Clements to Chair the MCO Scholarship Committee.
- \*Discussed a re-evaluation of past and current charitable donations with intent to explore new options.
- Toured WCC (see below)

#### Ray Sholtz's Report: (Vice President)

- \*All Board Members will receive the Closure Packet used during the West Shoreline closure, and should familiarize themselves with the procedure.
- Discussed the Meeting with WCC Labor Management that he and Byron Osborn attended.
- Discussed the "Drops", and the procedure that MCO Staff use and whether or not it is effective.
- Discussed the Statewide mandates and suggested that a committee be formed to discuss alternatives Byron Osborn, appointed Cary Johnson to chair a committee with leaders from the chapters suffering the most.

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

- \*Crisis Fund Request for a Member at DDC. Motion by Bill Henderson. Supported by Ed Clements. Motion Carried.
- Crisis Fund Request for a Member at ECF. Motion by Ed Clements. Supported by Cary Johnson. Motion Carried.
- \* Request to the Board for the Christmas package. Motion by Scott Waggoner. Supported by Marcus Collins. Motion Carried.
- Request from a member, Pam Basel, for a booth at the Marquette County Fair. The Booth is for Employee Engagement/Recruitment. Motion by Cary Johnson for \$420.00 (Cost of the Booth) and MCO paraphernalia. Supported by Mark Dunn. Motion Carried.
- Crisis Fund Request for a member at LCF. Motion by Cary Johnson. Supported by Scott Waggoner. Motion Carried.
- \*Request from Ed Clements to replace the MCO Grill. Discussion about research of security issues surrounding. Motion by Cary Johnson. Supported by David Pasche. Motion Carried.



Motion at 12:30 to adjourn to attend Employee Appreciation event by Marcus Collins. Supported by Scott Waggoner. Motion Carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
May 24th 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 1300 on May 24rd 2018 at the MCO Central Office in Lansing.

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

The Board had a phone conference with Marshall (MCO's Legal Counsel) pertaining to Chapter emails and the independent dues collecting method presented on 05/23/2018.

Cary Johnson's Report: (Recording Secretary)

- The Central Committee minutes from May 10th were presented. Motion by Scott Waggoner to approve the minutes as presented. Supported by Gabe Justinak. Motion Carried.
- Reported on additional information and correspondence sent to a member at Forensics that brought forth charges on the Chapter Officials there.
- Appointed as the Grievance Committee Chair. Reported on the most recent grievance committee and a pilot she is requesting to try. Motion by Gabe Justinak to approve the pilot as presented. Supported by Dave Pasche. Motion Carried.
- Request from the general fund to support a Shooting Team (entirely MCO Members) that will be traveling to compete. Motion to approve MCO Shirts by Scott Waggoner. Supported by Gabe Justinak. Motion Carried.
- Discussion about Byron's committee appointments and ways to navigate the impending CSC rule changes.
- Reported that the next Uniform Committee will be August 16th at DRF.

Motion to go into Executive Session made by Cary Johnson. Supported by Marcus Collins Motion Carried. Executive Session commenced at 1330 hours.

Return from Executive Session at 1407.

Andy Potter's Report: (Chief of Staff)

- Reported upcoming bargaining dates. Discussed with the Board the possibility of coalition bargaining. Requested a consensus from the Board, on navigating through various components of bargaining. Board approved.

- Reported on the Trinity Food Service Transition.
- Discussed possibilities for Bargaining Surveys vs Survey Monkey system.
- Discussed upcoming Staff Presentations pertaining to their work load concerning Civil Service rule changes.
- Updated the Executive Board on the Membership Drops and the process Staff use. Asked for Board feedback and involvement.

Scott Waggoner's Report: (Trustee)

- Reported an Officer assault at ARF.
- Reported on his work with the Steward Manual, and combining it with the CSC Rule changes.
- Reported on work that he and ARF Chief Steward Mike Lennox in regard to recruiting at ARF.

Byron Osborn Reported: (Add on from 05/23/2018)

- Reported on comparisons received from technology companies and the differences between purchasing and leasing. Motion by Scott Waggoner to approve up to \$1,000.00 a month for leasing equipment/service, for the Board, in preparation for the CSC Rule changes. Supported by Cary Johnson. Motion Carried.

Gabe Justinak's Report: (Trustee)

- Requested research into an eight to ten foot, enclosed, single axil trailer to secure grill and to "mobilize" in preparation for on-site chapter engagement.
- Requested research on Security Systems for MCO, specifically for the Fallen Officer's monument.

No other business was discussed. Motion by Cary Johnson to adjourn at 1600 hours. Supported by Mark Dunn. Meeting adjourned.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
June 12th 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 09:30 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.

Byron Osborn's Report: (President)

- Gave an overview of the Chapter Reports. The Board gave input on additional information that they would like to see.
- Reported on attending the Paul Klee graduation May 25th with Ray and Cary.
- Reported on attending the Robert Kapture graduation in Sault Ste. Marie June 1st.
- Reported on a June 4th tour at MTU with Dave and Ray. They toured after the facility had an emergency power outage issue and there were difficulties in the "Vocational Village" unit. (Reported in the KYI)
- Reported on a June 5th tour at WHV and Meeting with Warden Brewer and his Administrative Support team, with Ray, Cary and Ed to discuss the Recruitment and Retention issue.
- Reported on a June 6th tour and Labor Management at the Forensics Center, with Ray and Cary.
- Proposed an award for the Forensic Security Aides that mirrors the Correctional Officer of the year award.
- Reported on a tour with Ray, Cary, Ed, Gabe, and Mark of IBC with their President and Vice President.
- Reported on clarification of Transportation question received from Central Michigan, in regard to level 1 prisoners. Deputy Director McKee clarified the transportation manual, that Shift Commanders have the ability to increase security on runs.
- ARF included in the overtime LOA for 160 hours.
- Reported on Medal of Honor Award. (National Correctional Officer of the Year Applications) October 12th, 13th, and 14th. Requested Board attendance.
- Informed the Board that the October 3rd Central Conference will be at the Great Wolf Lodge in Traverse City.

- Video Conferencing equipment/technology arrived. We will be attempting to transition for the CSR changes in 2019.

#### Andy Potter's Report: (Chief of Staff)

- Reported on the newest information on the Civil Service rule changes. Presented the information received by the focus group. "Responding to Civil Service"
- Last bargaining survey distributed. Requested additional questions from the Board, for newest survey to be sent in to the Membership in the near future. Board Approved.
- Educated new Board Members on the 20% organizing proposal that was approved by SEIU and the previous MCO Executive Board.
- Reported on "One Voice", and the survey. Asking for feedback, and Board participation.
- Requested the Board to Sponsor various fund raisers that have given to the MCO Crisis fund. Motion by Mark. 2nd by Dave. Motion carried.
- Continues to solicit Board participation and input in regard to Member Retention.
- Discussed white board and other historic videos.
- Reported on the International Executive Board meeting.

#### Ray Sholtz's Report: (Vice President)

- Reported on Recruitment and the common theme throughout his tours.
- Trophies for the Correctional Officers of the year finalists. Board is requested to attend when the deliveries are made.
- Discussion about leaders throughout the State about the changes at MCO. MCO Staff are being recognized by the Leaders as assets to the Organization
- Reported on attending the graduation, meetings and tours, as noted by Byron. (Above)

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

- Request from Drew Coston for a member at SLF who had a horrible motorcycle accident for travel and expenses. Motion by Dave 2nd by Scott. Motion carried.
- Request from Paul Jensen for a member at ICF who had car fall on him while changing a tire. Motion by Marcus 2nd by Scott Motion carried.
- Request from Paul Jensen for a member at ICF that had complications with her pregnancy. Motion by Cary 2nd by Dave. Motion carried.

- Request from Rick Benson for a member at URF that needed emergency open heart surgery. Motion by Scott 2nd by Marcus. Motion carried.
- Request from John Bott for a member at STF that is receiving Chemotherapy treatment. Motion by Byron 2nd by Marcus. Motion carried.
- Request for MCO “Coolers” to be used for golf outings and fund raisers. Motion by Gabe. 2nd by Dave. Motion carried.
- Request for the Detroit Picnic. Motion by Marcus to give the same as in year’s past. 2nd by Cary. Motion carried.
- Request by Ed for a purchase from the general fund for raffle tickets. Motion by Scott to purchase four. 2nd by Gabe. Motion carried.
- Reported on his tour at WHV, and IBC.
- Requested removing the MCO 1800 number. With cell phones the number isn’t used. Motion by Cary to eliminate the expense. Supported by Dave. Motion Carried.
- Discussed changes in the budget guidelines, how it’s presented and changes he has made to be more transparent. Motion by Cary to accept the guidelines as presented. Supported by Marcus. Motion Carried.
- Reported enforcing our February 15th 2018 (See Minutes) formal withdraw from MAPO.

Dave Pasche’s Report: (Trustee)

- Reported on difficulty with prisoner discipline and the vocational village. Programing vs Safety issues.
- Updated the Board on the Crisis Fund Golf Outing scheduled for August the 17th.
- Requested funds for Golf Outing prizes. Motion by Scott. 2nd by Mark. Motion carried.

Gabe Justinak’s Report: (Trustee)

- Reported on two bids he received for an MCO Trailer.
- Submitted a proposal for a Security System, specifically for the Fallen Officers monument. Tabled for more information.
- Discussed pending facility closure and social media pressure to be involved in the discussion. The Board unanimously decided that MCO will continue to NOT be involved in any conversation about which prison the Department decides to close.

Motion to adjourn by Ed. 2nd by Dave. Meeting adjourned at 14:22

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
June 13th 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 11:30 at the MCO Central Office in Lansing, when grievance appeals were completed.

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 (excused briefly for a MDOC EPIC meeting) and Marcus Collins.

Cary Johnson's Report: (Recording Secretary)

- The minutes for the May 23rd and 24th Board meeting were presented on June 12th and were approved as written.
- Reported on the grievance committee held on June 11th. Discussed the pilot that was approved by the Board in May. Received the Board's permission to move forward now that the technology has arrived.
- Reported on the Solutions committee findings. Would like to submit a proposal on ways to possibly reduce the amounts of mandatory overtime in "crisis level" facilities. Requested that the committee meet in person, in order to provide MCO the full extent of the situation, prior to meeting with the Department. Approved by Byron and a committee meeting was set for June 18th.
- Reported on her tour with Ray and Byron at WHV, and an Employee Engagement idea.
- Reported on her tour with Ray and Byron at Forensics and an on-going series of charges. Requested permission from the Board to have Byron, the Legal Department and the Forensics chapter to meet with the new Security Director to resolve the volume of grievances active at the chapter, that cannot be satisfied through MCO's grievance procedure.
- Delegate question from May's Central Committee. What defines a delegate? Do appointees have voting rights? The Board will clarify when necessary bylaw changes are made in the near future.
- Asked for direction on the issue of "Round Readers" from the Executive Board.
- Discussed allowing CFP to vote for a local issue using MCO's Survey Monkey process. The Board requested additional information on the specifics but thought that electronic voting was imperative for the future and needs to be explored.

Mark Dunn's Report: (Trustee)

- Reported on ECF's voting on Set Days off.
- Reported on his recent tours of IBC and DRF.
- Reported on his MDOC Segregation Standards Committee. Expressed his concerns with the State's lack of level 4 beds. Discussed the forthcoming changes in the Policy Directive.

Marcus Collin's Report: (Trustee)

- Reported on his recent tour of DRF.
- Reported on his recent appointment to MDOC's EPIC Wellness Committee.

Scott Waggoner's Report: (Trustee )

- Discussed the Chaplain Program that MSP has in place. Expressed his continued desire to participate, and would like the Board to consider investing in a similar program.
- Discussed Transportation issues for Secure Level one prisoners and the unsafe Conditions. Will be submitting information to the Health and Safety Committee.
- Discussed ARF's position with the Solution's Committee, and his involvement with the Mandatory Overtime Crisis.
- Reported on his recent tour of Carson City and concerns with the questions he received about the Civil Service Rule Changes.

There were no other matters to discuss, Motion by Cary Johnson to adjourn, supported by Marcus Collins. Motion Carried the meeting was adjourned. The meeting was adjourned at 4:00



MINUTES OF:  
State Executive Board  
SEIU Local 526M  
July 16<sup>th</sup>, 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 09:30 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.

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

Congratulations to Andy on his State retirement.

Reported on the August 11<sup>th</sup> Detroit Children's Picnic.

2018 Survey Results for Bargaining

Jeremy Tripp discussed a secure pak proposal for Officers inside the facility, for Officers that are not being afforded chow relief.

June 12<sup>th</sup> tour of Carson City with the Board.

June 20<sup>th</sup> and 21<sup>st</sup>- Tour at Newberry, Chippewa and Kinross with Ray.

June 21<sup>st</sup>- Sent the Department a request to Deputy Director McKee to return all WOC to their Officer position and allow the Supervisors and others to share in the shortages.

June 25<sup>th</sup> Attended a meeting at Grand View Plaza with the Director, and her Administrative support team, to discuss Retention, Recruitments, and Staffing.

July 2<sup>nd</sup> Attended a meeting with Jonathan Patterson for a follow up on the June 25<sup>th</sup> meeting. Discussed and proposed solutions for working conditions and mandatory overtime.

**Andy Potter's Report: (Executive Director's Report)**

Reported on Bargaining. Board received bargaining surveys to review for bargaining and discussion around proposed strategy.

Reported on Civil Service changes and MCO's legal position.

Reported on the June 20<sup>th</sup> "One Voice" Campaign and Delegation to Washington D.C. Reported on information received on the surveys. A total of 627 corrections staff have taken the survey.

Distributed June Member Retention reports and solicited the Board's input for involvement.

Reported on the Janus decision. Supreme Court Right to Work Nationwide.

Reported on the National Medal of Honor banquet October 12<sup>th</sup>, 13<sup>th</sup>, and 14<sup>th</sup>, and the raffle tickets that MCO has been successful in selling.

Discussed board approved political endorsements of Gretchen Whitmer for Governor and other House and Senate races, along with resources.

Communications Director, Anita Lloyd, gave a digital advertising presentation along with a presentation regarding revamping MCO's current website.

Motion by Gabe for \$20,000 to be deducted from SEIU 20% Organizing Per Caps for the revamping of the MCO web-site as proposed by the Communications Director. Second by Scott, motion carried.

Motion by Gabe for \$200 to continue digital advertising as presented by the Communications Director. Supported by Scott, motion carried.

#### **Ray Sholtz's Report: (Vice President's Report)**

Tours as reported above.

Reported on Recruitment efforts through Military Committee.

Researched Civil Service Changes and reported on his findings.

Reported on Military Committee and follow up on contacting the advocates.

MCOPS Bargaining preparation.

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

Passed cards of "Thanks" from recipients of the crisis fund.

Submitted April's budget, Motion by Cary to accept, supported by Dave, Motion Carried.

\$300 Crisis Fund Request for a member at DDC Motion by Marcus, Supported by Mark. Motion carried.

Reported on a donation from the general fund, given to the Keweenaw Community Foundation to help with flood relief in the Houghton and Hancock area.

**Cary Johnson's Report: (Recording Secretary)**

Housekeeping on April 16<sup>th</sup>, 2018 Minutes.

Housekeeping on November 1<sup>st</sup>, 2017 Central Committee minutes.

Reported on meeting with 2018 Corrections Officer of the Year, Elwanda Ray at the State Capital.

Reported on Health and Safety Committee to be held on July 20<sup>th</sup> at WHV.

Presented charges on the Chapter Board at FSA.

**Dave Pasche's Report: (Trustee Report)**

Reported on some changes on the Crisis Fund Golf Outing August 17<sup>th</sup>.

**Gabe Justinak's Report: (Trustee Report)**

Trailer bid accepted- "up to \$3,200" and "up to \$1,000 for the detailing" with an addition of our web-site.

Reported on a bid and submitted a proposal for monitoring equipment for the memorial.

**Mark Dunn's Report: (Trustee Report)**

Segregation committee has not met, currently at a standstill.

Reported on a discussion he had with the Communications Director about social media and a future committee meeting.

**The Board entered a discussion in Executive Session.**

**Motion to adjourn by Ed Clements, Supported by Mark Dunn. Meeting adjourned at 14:22.**

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
July 19th 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 11:00 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.

The Board heard grievance appeals and took the following actions:

29-014-17	Mark Houser	Withdraw
49-002-18	Curtisha Taylor	Withdraw
30-005-18	Jo'Van Beane	Impose
49-004-18	Future Davis	Reject Offer
49-005-18	Cedric Martin	Impose
05-004-18	Jemall Dulaney	Impose
18-001-18	Frank Johnson	Impose
39-003-15	Shawn Welch	Impose
41-018-18	Alyssa Stewart	Impose

Staff reported on the status of the following grievances:

27-008-18	Benita Wilson	Settled
04-003-18	Keith Reid	Settled
05-008-18	Ellis Farrar	Settled
05-009-18	Clark Mahlebashian	Settled (facility)
06-001-18	Daniel Braun	Settled
15-015-18	Latese Walls	Settled
15-016-18	Latese Walls	Settled
15-018-18	Latese Walls	Settled
15-023-18	Paul Tavana, Jr.	Settled
20-017-18	Patrick Clasgens	Settled
20-020-18	Jack Garbry	Settled
31-016-18	James Almas	Settled
41-001-18	Tyrone Ivory	Settled
41-008-18	Tyrone Ivory	Settled
41-011-18	Kalil Tarrance	Settled
43-007-17	David Pavey	Settled
49-003-18	Stephen Leister	Settled
49-006-18	Brandon Bartkowiak	Settled

CFO-176-17    Beejay Peters                      Settled

Staff were dismissed after the appeals.

**Marcus Collin's Report: (Trustee Report)**

Reported on his 4 MDOC EPIC/Wellness Committee meetings. The Department is suggesting a 3-day training for peer-support, and peer leaders. They discussed additional surveys and podcasts. He requested MCO Match the Department's commitment. The Board discussed at length the need for a real partnership in this area.

**Scott Waggoner's Report: (Trustee Report)**

Reported on his frustration with recruitment. Reported on his pilot idea for an academy  
Directly on site to individual facilities.

**The Board received a presentation by Olivia, who presented the tablets with grievances uploaded, as an idea for grievance committee.**

**Motion to adjourn by Ed. 2nd by Dave. Meeting adjourned at 14:22**

As there were no other matters to discuss, motion by Cary Johnson to adjourn, supported by Marcus Collins. Motion Carried. The meeting was adjourned at 4:00.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
August 14th, 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 4:50 pm 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, Gabe Justinak, Mark Dunn, and Marcus Collins. Scott Waggoner was excused.

Byron Osborn's Report (President)

- Received notice that OCF was announced as the closure. Seeking authorization from the Board to meet with Jonathan Patterson to discuss the closure.

Cary Johnson motioned to enter executive session. Supported by Ed Clements. Motion Carried.

Came out of Executive Session @ 5:40

Ray Sholtz's Report (Vice President):

- Attended the Bonita Hoffner Graduation of new recruits.
- Updated the Board on MCOPs Bargaining.
- Toured WHV
- Attended COPS Day in Ionia.
- Attended OJT Reception.

Marcus Collins Report (Trustee):

- Reported on the MDOC State Uniform Committee, that is on hold due to Bargaining.
- MDOC EPIC PTSD Committee Report, Chaplain Program, Other States Union involvement
- Detroit Family Picnic Success

Mark Dunn's Report (Trustee):

- Seg Committee report- Meeting on 08-15-2018, Rapelje and McKee MDOC Chair Change.

- Social Committee will be meeting in September

Gabe Justinak's Report (Trustee):

- Expressed his deep concern of the MDOC's decision to close OCF. Requested the closure study Information, University of Michigan's "Impact of a closure and economic impact study" analysis. Expressed his concern about the community and the Officers he represents.
- The MCO Trailer is in our parking lot and ready to go.

David Pasche's Report (Trustee):

- Reported on last minute details of the MCO Crisis Fund Golf Outing for 08/14/2018

Ed Clements made a motion to adjourn at 5:30 pm. Mark Dunn Supported.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
August 15th, 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 10:00 am 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, Gabe Justinak, Mark Dunn, and Marcus Collins. Scott Waggoner was excused.

Cary Johnson's Report (Recording Secretary):

- Presented the July 2018 Minutes for approval. Motion to accept by Ed Clements. Supported by David Pasche, Motion carried.
- Reported on the Joint Health and Safety Meeting, and tour.
- Reported on difficulties with the CFP Investigation.
- Attended the Gretchen Whitmer Campaign primary party with a group of other women in unions.
- Women in Unions Committee/Initiative idea. It was supported by the Board, who wanted more information when it was available.

Ed Clements' Report (Treasurer):

- Presented the 2018 Budget Guidelines for approval. Motion by Dave Pasche to accept as presented. Supported by Marcus Collins. Motion Carried.
- \$300 Crisis Fund Request for a member at SMT who was involved in a serious motorcycle accident. Motion by Marcus Collins for \$300, Supported by Mark Dunn. Motion Carried.

Andy Potter's Report (Executive Director):

- Distributed July Member Retention reports and requested Board input.
- Christmas package idea presented by Jeremy Tripp based on Move Forward Campaign using the value posters. Perforated wall calendar and "Union Household" clings.
- Reported on an upcoming meeting with Mike Zimmer (Governor's Cabinet Director) on the 23<sup>rd</sup>.
- Anita Lloyd gave an overview of her updates to our websites and other social media ideas that were approved by the Board in July.



Byron Osborn's Report (President):

- He and Ray met with Johnathan Patterson (today) and discussed the bump region for the OCF closure. They agreed it would be AMF. He requested input from the Board on ways to strategize with the closure and bargaining.
- July 12<sup>th</sup> Facility Tour (Surveys) with Legal of WHV.
- July 18<sup>th</sup> COPS Day at the Ionia Free Fair.
- July 20<sup>th</sup> WHV Health & Safety
- July 25<sup>th</sup> OJT Reception Hoffner Class Attended the graduation on the 27<sup>th</sup>.
- July 29<sup>th</sup> Oaks ECF Chapter meeting
- August 9<sup>th</sup> UP Bonita Hoffner Graduation. Disappointed in the numbers of recruits.
- CFP Investigation. Assigned Cary, discussed internal problems.
- August 10 Detroit Free Press WHV article.
- Training Council request for the academy credits lowered to help with the low numbers in the academy.
- August 24<sup>th</sup> date for the CSC Rule Changes has been moved to September 5th. Mutual decision between MCO and the MDOC because of the closure.

Motion to adjourn at 4pm by Marcus Collins. Supported by Dave Pasche.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
September 19th, 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 0950 a.m. 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, Gabe Justinak, Mark Dunn, Scott Waggoner and Marcus Collins.

**Andy Potter Executive Director's Report-**

Distributed the August Member Retention reports to the Board for questions, and input.

The travel policy for this Central Conference was discussed and clarified. The call to Central was sent out on 9/18 and the delegate registration forms are due back on 10/15.

The Christmas package was clarified with the Board. The wall calendar will include the value posters from the Move Forward campaign.

Gave an update regarding the Civil Service process and the avenues of recourse. How it is vetted. What MCO's role will be moving forward for 2019.

**Ed Clements motioned to go into Executive Session @ 1009 am. Supported by Scott Waggoner. Motion carried. Returned from Executive Session @ 1037.**

**Ray Sholtz's Report-**

Reported on MCOPs Bargaining.

Attended OCF and AMF Chapters with closing.

Presented MCO's recommended processes related to Michigan Civil Service rule changes to the Department.

Toured OCF, Carson City, CFP, and IMAX

Presented MCO with a check from the MDOC Employee Engagement Golf Outing for the Crisis Fund.

### **Cary Johnson's Report-**

Reported on the first grievance committee with the pilot with tablets. The second one is next week on the 25<sup>th</sup>.

Reported on the CFP primary investigation, and meeting with the Leadership.

Requested approval for a Women in Corrections Mental Health Conference.

Reported on the WHV Cook-Out scheduled for September 27<sup>th</sup>.

Requested money from the general fund for an Officer participating in "Shop with a Cop" Motion by Scott Waggoner for \$200.00 Supported by David Pasche, Motion Carried.

Discussed charges on a Leader at ICF. The Board voted unanimously that it didn't meet the requirements within the bylaws.

Toured ICF with the Board.

Presented the August Board minutes for approval. Motion by Mark Dunn, supported by David Pasche, Motion carried.

### **David Pasche's Report-**

Reported on the Annual Crisis Fund Golf Outing's success.

Attended closure meetings and Toured OCF, AMF, ICF and MTU

### **Scott Waggoner's Report-**

Toured ICF and MTU with the Executive Board.

CTO Issues with Physical Fitness Annual Testing and Fitness for duty.

### **Gabe Justinak's Report-**

Attended closure meetings at OCF and AMF. Discussed the challenges of the OCF closure. He reported to the Board the details of the pending injunction and what the community has done and inquiring about the findings of the economic impact study.

Toured ICF and MTU with the Executive Board.

### **Mark Dunn's Report-**

Reported that the Segregation Committee would be wrapping up with their findings October 1<sup>st</sup>.

Attended the closure meetings at OCF, and AMF.

Toured MTU and ICF with the Executive Board.

### **Marcus Collin's Report-**

Updated the Board on the future Uniform Committee Meeting.

Gave a report to the Board on his work on PTSD and Correctional Fatigue, and the EPIC Committee work group he attends.

Attended meetings at CFP with Cary Johnson, Byron Osborn, and Ray Sholtz.

Toured ICF, and MTU with the Executive Board.

### **Byron Osborn's Report-**

August 18<sup>th</sup> through August 23<sup>rd</sup>, Hosted closure meetings at OCF and AMF with Board Members.

September 5<sup>th</sup>- Toured DRF with Ray Sholtz.

September 5<sup>th</sup>- Addressed the Department's process committee related to MCSC rule changes with VP Sholtz.

September 6<sup>th</sup>- Attended a CFP meeting with VP Sholtz, Cary Johnson, and Marcus Collins

September 10<sup>th</sup>- Notified by the Department that OCF/AMF Layoff notices would be distributed on September 24<sup>th</sup>.

September 18- Toured ICF and MTU with the Executive Board.

Educated the Board on the FOP issues, that seem to be isolated to a few at one chapter. And discussed the social media release.

### **Ed Clements Treasurer's Report-**

Crisis Fund Request for an Officer at ECF Motion by Marcus Collins for \$300.00 Supported by Scott Waggoner, Motion Carried.

Crisis Fund Request for an Officer at MTU who was in a serious car accident Motion by Marcus Collins for \$300.00 Supported by Mark Dunn, Motion Carried.

Crisis Fund Request for an Officer at SRF to help with funeral costs. Motion by Cary Johnson for \$500.00 Supported by Mark Dunn, Motion Carried.

Crisis Fund Request for an Officer at DRF who has Cancer, Motion by Ray Sholtz for \$500.00 Supported by Mark Dunn, Motion Carried.

Crisis Fund Request for an Officer at AMF who's Spouse has Cancer, Motion by David Pasche for \$300.00 Supported by Byron Osborn, Motion Carried.

Crisis Fund Request for an Officer at JCF for an Officer who lost their Child, Motion by Ed Clements for \$500.00 Supported by Ray Sholtz, Motion Carried.

Crisis Fund Request for an Officer at MRF for an Officer who's Spouse has Cancer, Motion by David Pasche for \$300.00 Supported by Marcus Collins, Motion Carried.

Reported on the John J. Foley Golf Outing.

Presented the 2018 July Budget Guidelines Motion to accept as presented by Marcus Collins, Supported by David Pasche. Motion Carried.

Reported on the closure meetings he attended at AMF and OCF.

Reported on his tours at ICF and MTU.

The meeting was adjourned at 4:00 pm, Motion by Ed Clements, Supported by Mark Dunn, motion carried.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
September 20th, 2018

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

Roll call was taken and the following were present: Byron Osborn, Ray Sholtz, Ed Clements, Cary Johnson, Mark Dunn, Gabe Justinak, Dave Pasche, Scott Waggoner, Marcus Collins, Jeff Foldie, Shawn Davis, Tangee Laza, Tara Nichol and Stephanie Short.

The Board heard grievance appeals and took the following action:

24-002-18	Rebecca Wood	Offer settlement
49-004-18	Future Davis	Impose settlement
49-005-17	Curtisha Taylor	Report ULP decision
20-018-18	Kelly Doss (Jarrett)	Impose settlement
24-004-18	Paul Jensen	Arbitrate
51-004-18	Jennifer Breslin	Arbitrate
46-001-18	Richard Hedges, Jr.	Overtured
20-009-18	Cary Johnson, et al.	Upheld

Staff reported on the status of the following grievances:

20-033-18	Linnie Brooks	Settled (facility)
51-005-18	Todd Lyon	Settled
20-028-18	Jeffery Normington	Settled
48-003-18	Allen Orban	Settled
47-005-18	Cody Pennell	Settled
41-015-18	Charles Youngblood	Settled
41-016-18	Charles Youngblood	Settled
41-020-18	Charles Youngblood	Settled

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
October 23, 2018

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The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 10:00 am at the MCO Central Office in Lansing.

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

Vice President Ray Sholtz's Report:

Attended the September 27<sup>th</sup> WHV cookout.

Reported on a meeting he had with MCO Political Director, Jeremy Tripp. They met with Gary Manns and John Cordell to go through SEIU College credits for our new recruits.

Attended the Tom Tylutki OJT reception October 3<sup>rd</sup>.

October 5<sup>th</sup> Attended the Tom Tylutki Class' graduation

Reported on a meeting at CFP on October 9th, with Byron. They met with the Director and HR Manager.

Toured CFP on all shifts and membership meetings on October 16<sup>th</sup>, and 17<sup>th</sup>.

President Byron Osborn's Report:

WHV Picnic success.

CFP discussion. (Executive Session @11:00 am) (Out of Executive Session @11:30 am)

Annual Leave Scheduling process, scheduled to come out this week. Civil Service, denied our request to halt, and allow the current process to be used in accordance to CSRs. Discussed at length, and requested the Board's input, on ways to combat the backlash from the processes.

#### Executive Director Andy Potter's Report:

September member retention reports were placed in each board member's mailbox. The board will discuss a new process.

Briefed the Board and updated them on Impasse dates, and the process moving forward.

Alerted the Board to anti-union propaganda being sent out to our membership by the Freedom Foundation, Mackinac Center and others.

The Next Generation Leadership Academy Participants will meet with the Board on 11/27 following Central Conference.

Reported on his recent speaking engagement at John Jay College of Criminal Justice. The Vera Institute of Justice invited Andy to participate in a panel with other prominent leaders in the criminal justice field to give officer's a voice in corrections reform.

#### Recording Secretary Cary Johnson's Report:

Requested a donation for JCF's 3<sup>rd</sup> annual MCO Veteran's Day Cook-out scheduled November 12<sup>th</sup>. Motion by Ray to send what was sent last year. Supported by Marcus Collins.

Reported on the WHV women's day event. The successes and the failures for other projects moving forward. Ways to engage other facilities with each other and other events moving forward.

Reported on the October 29<sup>th</sup> Health and Safety Committee meeting at Carson City. Discussed issues with Committees similar to this moving forward.

Reported on the Grievance committee pilot. Reported on the issues that came up. Would like for the Board to work with Olivia on future technology projects.

Reported on Arbitration prep that she attended and how to navigate that with the 2019 CSR changes. MCO Grievance Procedure discussion.

Reminded the Board on the November Women in Law Enforcement event that she is attending with other Female MCO Leaders.

Requested support for a CTO who is raising funds for the Honor Guard and asked that the Board attend in December. (See follow-up 10/24)

Reported on the STG Pilot and a recent tour by a Warden and Deputy Warden who were interested in implementing an STG position at their facility.



Pam Drew Christmas Grave Blankets. Motion by Ray for \$300.00 Supported by Scott motion carried.

Suggestion for Central and percentages on memberships. Prepared by Olivia.

Trustee Dave Pasche's Report:

Reported on his impression of the WHV cook-out. The positivity, and the interaction with the Officers there.

FOP push at MTU. Where it stands and MCO's reaction to it.

Trustee Scott Waggoner's Report:

Excessive Discipline at ARF

WHV cook-out impressions. Good experience.

Chili Cook-Off, For the Veterans/ Military Members at ARF.

Members reactions to the processes. Reacting more positively than expected. More disappointed at MDOC than MCO.

Trustee Gabe Justinak's Report:

Reported on the OCF Closure

Reported on his attendance at the National Medal of Honor.

Efficiency Committee ideas request

Trustee Mark Dunn's Report:

Suggestions to "get out in front" of the Processes, and the CSR changes, and impasse. 30 prisons and 9 Board members.

Ed Clements via Skype-

Request for \$200.00 for CFP fund raiser for a member whose Son was greatly impacted by the Hurricane. Motion made by Dave Pasche, Supported by Mark Dunn. Motion Carried. ADD: Tickets to Raffle discussion.

Trustee Marcus Collins' Report

Reported on his attendance at the MDOC Wellness committee, The Director attended and extended the date that the committee will be meeting.

Attended the WHV cookout.

Attended National Medal of Honor event in Oklahoma City.

A follow-up meeting after grievance appeals on 10/24/2018 at 1400 hours with the State Executive Board was called to order by MCO President Byron Osborn at 10:00 am at the MCO Central Office in Lansing.

Roll call was taken and the following were present: Byron Osborn, Ray Sholtz, Cary Johnson, Dave Pasche, Gabe Justinak, Mark Dunn, Scott Waggoner, Marcus Collins, Shawn Davis, Tangee Laza, and Stephanie Short. Ed Clements and Jeff Foldie were excused.

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The Board heard grievance appeals and took the following actions:

05-004-17	Steven Unger, et al.	Approved to Withdraw
24-002-18	Rebecca Wood	Impose
25-019-18	Michelle Wood	Arbitrate
15-043-18	Paul Tavana	Impose
41-022-18	Jordan Bonanno	Impose
27-019-18	Raymond Grames	Arbitrate
41-025-18	Rodney Madden	Arbitrate
18-007-18	Irene Taylor	Impose
18-006-18	Todd Young	Impose
31-021-18	John Clemmons	Arbitrate
25-020-18	Linda Delosh	Arbitrate
49-010-18	Michael Olivero	Impose
31-022-18	Ian Rideout	Arbitrate
12-005-18	Raymond Golladay	Withdraw
24-005-18	Jason Jones	Withdraw
47-006-18	Kathleen Parsons	Withdraw
15-024-18	Siri Heard	Approved
25-017-18	Jaclyn Welicki	Approved

Staff reported on the status of the following grievances:

41-027-18	Ericka Bell	Settled (facility)
25-030-18	Shawn Brunett	Settled (facility)
20-031-18	Bobby Johnson	Settled

49-011-18	Daniel Krantz	Settled
47-007-18	David Newhall	Settled
20-032-18	Jennifer Sierminski	Settled
52-009-18	Kipp Wethy	Settled
51-004-18	Jennifer Breslin	Settled

Jeff Reasoner- \$200.00 to help with his cost and advertising to help him. And advertising through Anita. Motion by Scott, supported by Dave. Motion carried

ARF- \$200.00 Startup costs for the Veteran's Chili cook-off.

Motion to purchase "raffle items" for various fund raisers throughout the year. Motion for up to \$5,000.00 by Scott supported by Dave, motion carried.

Incentive for last central committee's top 5 facilities membership percentages- Motion for a \$50.00 gift cards for each delegate. (14 delegates) Motion by Scott, Supported by Mark. Motion carried. (\$700.00)

Motion @ 3:30 to adjourn by Mark Dunn, Supported by Marcus Collins. Meeting adjourned.

MINUTES OF:  
State Executive Board  
SEIU Local 526M  
November 7, 2019

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Roll call was taken and the following were present: Byron Osborn, Ray Sholtz, Ed Clements, Cary Johnson, Mark Dunn, Dave Pasche, Scott Waggoner, Marcus Collins, Shawn Davis, Tangee Laza and Stephanie Short. Excused: Gabe Justinak and Jeff Foldie

The Board heard grievance appeals and took the following actions:

04-005-18	Bernard Leggett	Impose settlement
41-023-18	David Olojo	Impose settlement
15-036-18	Kiera Cunningham-Burrell	Uphold
30-004-18	Joyce Bush	Uphold
15-041-18	Latese Walls	Approved to arb

Staff reported the status of the following grievances:

29-020-18	Brittany Nelson	Settled (facility)
41-024-18	Printes Shipp	Settled
41-026-18	Printes Shipp	Settled

Staff were dismissed after the appeals.

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