

MINUTES OF:
State Executive Board
SEIU Local 526M
January 15, 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 and Marcus Collins. Mark Dunn was tardy due to weather.

Andy Potter's Report:

Member retention reports were distributed in board member's mail boxes.

Reported that Member Engagement Director, Tangee Laza will be retiring on 1/18/18.

Handed out numerous documents and MCSC Regulation 6.09 with an explanation of union leave and how it is implemented moving forward in 2019. Lengthy discussion on what is allowable and what isn't, what the Department will pay for and what they will charge MCO for. The Board was instructed to work on a document that identifies paid and non-paid for distribution to the chapters.

Reported on a future meeting with the new OSE Director Liza Estlund-Olson, to discuss membership cards and other items that are in the "gray area". Ray and Byron will attend. Discussed a collaboration with 517m and ideas to welcome Miss Olson to her new position.

Reported on discrepancies MCO staff found in the TA'd Contract versus the clean copy that the Department has distributed. Document distributed.

Reported on MCO's outside Law Firm, Sachs Waldman is splitting up. Some are going into health care representation. Effective 2/1, Marshall Widick and Andy Nickelhoff are forming Nickelhoff and Widick PLLC. The Board voted unanimously to retain Nickelhoff and Widick.

Discussed the upcoming negotiations for wages and benefits. The Board was unanimous in its approval to keep Andy Potter as the lead negotiator for MCO.

Reported on his meeting with Director Washington and her team along with Byron and Ray to discuss an idea of what MCO would like to see included in the DOM's.

Discussed how soon MCO is notified through HRMN when a change in dues deduction has taken effect. We need to test the system.

Jeremy Tripp was given instructions by Andy Potter to move forward with a new recruitment process given the new Civil Service rule changes.

Discussed the WHV scabies incident. Instructed the Board to pay attention to future issues.

Offered help to the Board, during the difficult times that leaders are having.

Byron Osborn's Report:

LOU - Shift Swap

Eliminated Lake County Residential Re-Entry (LCRRP) positions- Paid as CTO's

Attended a meeting with Director Washington, Deputy Director Ken McKee, Labor Relations Manager, Jared Warner, and Human Resources Director, Jonathon Patterson with Andy and Ray. Reported on the results.

Reported on the DOMs that are still not out, and MCO's plan for response.

Reported on CFP issues with Main Street.

Ray Sholtz's Report:

Presented for review:

- Grievance Procedure changes - approved

- Member Engagement Procedure changes - approved

- New Civil Service Grievance Procedure - approved

Reported on finalizing the Student Debt and Assistance Programs with MCO Political Director, Jeremy Tripp.

Military Members are having an event in Region 4.

Reported on a new website presentation to be given by Anita at the next Board Meeting.

Attended a meeting with the Director, Deputy Director, Jared Warner, and Jonathon Patterson with Byron and Andy.

Ed Clement's Report:

October 2018 Budget Guidelines were presented. Motion by Cary Johnson to accept. Supported by Dave Pasche. Motion carried.

40 Tablets were approved for purchase. Motion by Gabe Justinak to purchase 40 iPads that are cellular compatible to be used by new recruits to sign up for dues deductions during MCO's presentation at the academies. Supported by Scott Waggoner. Cary Johnson and Dave Pasche voted no.

Cary Johnson's Report:

First virtual grievance committee will be Thursday 01/17/2019. Reported on minor "glitches" that have been worked out.

Scott Waggoner's Report:

Gabe Justinak's Report:

Reported on the final transition of OCF. All laid off employees have been recalled.

Mileage discussion. Motion by Gabe Justinak to increase the mileage from .53 cents per mile to .57 cents per mile. Supported by Scott Waggoner. Motion carried.

12 Hour Shifts at AMF discussion.

Mark Dunn's Report:

Marcus Collins' Report:

DRC increased FTE's by 3.

Wellness Survey's Reported, as well as his continued attendance at the DOC's EPIC committee.

Board appeals were heard at 10:15 am.

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

The Board heard grievance appeals and took the following actions:

20-009-18	Cary Johnson et al.	Withdrawn
41-030-18	Printes Shipp	Upheld
20-035-18	Mark Roark	Upheld
49-012-18	Bryan Cannon	Upheld
49-013-18	Bryan Cannon	Upheld

Staff reported on the status of the following grievances:

25-046-18	Kenneth Ford	Settled (facility)
32-005-18	Anthony LeLievre	Settled (facility)
54-009-18	Don Pray	Settled
07-008-18	Susan Schlosstein	Settled
32-008-16	Byron Osborn et al.	Granted at arb

Staff were dismissed after the appeals.

MINUTES OF:
State Executive Board
SEIU Local 526M
February 26, 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 reports were distributed in board members mailboxes.

Met with MCO Legal Director, Jeff Foldie, OSE Director, Liza Estlund-Olson and OSE Deputy Director, Cheryl Schmittiel about the issues that the new recruits are having with their HRMN passwords and the dues deduction sign-up process and offered solutions. The LOU around sending KYI's to state email addresses will be placed on the agenda for final consideration at the next Civil Service meeting in May.

We applied for a grant through SEIU to help with new member sign ups.

Distributed to the board the final dues deduction authorization instructions that was given by the State.

Reported on call with the Governor's Chief of Staff and follow-up email on DOM's request.

Reported on his call with Byron and DOC Director Washington regarding DOMs around overtime, shift transfers and annual leave. If the DOMs drop in our favor, we should consider the CO of the Year Banquet. The board gave authorization to be involved with the DOC.

Reported on up-coming bargaining of wages and healthcare, which is scheduled to begin this summer and requested retaining Economist, Mitch Bean's services again. Board gave consensus.

Reported on the status of the CBA. We are waiting on the wage table from the State before we can send it to print.

Recommended that MCO discontinue support of the National Medal of Honor Foundation until further notice.

Gave recommendation that fee payers have to be informed to join or drop. Byron asked the board to split the list and make calls.

Explained the SEIU 20% organizing budget to the new board. A request to use the funds for programs to build internal organization was submitted to SEIU and approved.

Requested funds from the Board for a Member Engagement tool to better track the work being performed in this important area.

Marcus Collins' Report:

Reported on meeting with CFP Director with Byron at the Forensics' Center to deal with local chapter issue.

Reported on meeting with DRC Staff about Handguns. The possibility of going from the 40 to the 9 mm without any new training.

Reported on a scheduled Uniform Committee for April.

Ed Clements' Report:

Presented the Budget Report. Motion to accept as presented by Gabe Justinak, supported by Scott Waggoner, Motion Carried.

Reported on AMF Staff's complaints on the resetting of the mandate list. They believe it should change to resetting quarterly.

Reported that the AMF Warden asked for six bumped Officers to return from Marquette.

MCO Crisis fund request from ICF for funeral expenses for a member whose 13-year-old Son passed away unexpectedly. Motion by Ed Clements for \$500.00, Supported by Mark Dunn. Motion Carried.

MCO Crisis fund request from LCF for an Officer whose house burned down and lost everything. Motion by Marcus Collins for \$300.00 supported by Gabe Justinak. Motion Carried.

MCO Crisis fund request from SRF for an Officer whose child that was involved in a head on collision and has to have multiple surgeries. Motion by Dave Pasche for \$300.00 Supported by Gabe Justinak, Motion Carried.

MCO Crisis fund request from ECF for an Officer who has a newborn child with a serious illness. The family needs help with expenses. Motion by Marcus Collins for \$300.00 Supported by Dave Pasche, Motion Carried.

Mark Dunn's Report:

Reported on his concerns about uniforms. Suggested switching to Velcro for nametapes on uniform shirts.

Reported on the requests for 12 hour shifts from several facilities Statewide.

Ray Sholtz's Report:

Presented the Board with finished products for:

- The Member Engagement Procedure
- Student Debt Reduction Program
- Academy Assistance Program

Discussion about the MCO Internal Grievance procedure and the Civil Service Grievance Procedure.

MCO Scholarship Committee for 2019. Dave and Ed were appointed by President Osborn.

Reported on his attendance at the International Executive Board Meeting (IEB)

Reported on serving on the Corrections Officer of the Year Finalist Committee.

Discussion about future chapter elections. Consensus is to move to online voting unless the MCO Bylaws don't allow. They will be reviewed and if there are issues they will be brought back to the Executive Board.

Reported on his meeting with State Senator Ed McBroom. Reported on his attendance at the Senate Oversight Committee.

Byron Osborn's Report:

Reported on attendance at the UP academy, and issues with the tablets, and Human Resources issues with new recruits signing up. Because of this, he and Andy met with State Personnel Director, Jan Winters to discuss the sign-up process.

Reported on the new procedure for Union Leave.

Reported on Elected Official issues that continue at CFP and the procedure to resolve them.

Reported on a meeting with Andy and Ray with the Director, about DOM's that still have not been presented. (am of 02/26/19)

Gabe Justinak's Report:

Discussed his transition to his new facility, and aftermath of the OCF closure.

Scott Waggoner's Report:

Created and distributed a template for a chaplain position for the MDOC. Met with Ray to strategize on ways to get the program implemented.

Reiterated his concern on mandates and staffing shortages at facilities state-wide.

Dave Pasche's Report:

Reported about the MDOC Sick Leave report and the usage in January 2019. What it means to the membership, and its relation to discipline and Correctional Fatigue.

Reported his concerns about a Trainer at the academy, the comments that were made, and MCO's plan to rebut it.

Board appeals were heard at 10:10 am.

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

The Board heard grievance appeals and took the following actions:

49-015-18	Stephen Leister	Impose
47-010-18	Mitchell Ross	Impose
25-035-18	LaRonda Velaga	Arbitrate
52-011-18	James Brazier	Uphold
20-036-18	Linnie Brooks	Arbitrate
06-010-18	Raymond Beaudry	Uphold
31-025-18	Patrick Haug	Uphold
31-022-18	Ian Rideout	Withdrew at Arb

Staff reported on the status of the following grievances:

64-009-18	Keith Blockett	Settled (facility)
06-012-18	David Heidtman	Settled
06-011-18	Ronald Hendra	Settled
39-001-19	Christopher Hengesbach	Settled (facility)
39-002-19	Christopher Hengesbach	Settled (facility)
64-001-19	Darrin King	Settled (facility)
15-071-18	Robert Robbins	Settled (facility)
64-010-18	Samuel Stafford	Settled (facility)
64-002-19	Jasmine Williams	Settled (facility)

Staff were dismissed after the appeals.

MINUTES OF:

State Executive Board

SEIU Local 526M

April 2nd 2019

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

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

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

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

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

March 4th attended the Governor's budget meeting with Andy.

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

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

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

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

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

March 20th attended the UP academy and graduation.

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

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

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

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

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

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

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

Ray Sholtz's Report:

Attended the initial academy presentation for the last class.

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

Attended the memorial at JCF for Michael Purdue.

Met with Jared Warner over overtime issues throughout the State.

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

Trial Board set and the selection process has been completed.

Internal Grievance and Civil Service Grievance procedures are completed.

Andy Potter's Report:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Gabe Justinak's Report:

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

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

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

Cary Johnson's Report:

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

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

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

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

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

Mark Dunn's Report:

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

Discussed the annual leave DOM and problems surrounding.

Scott Waggoner's Report:

Reported on ARF's vacancies.

Reported on ARF's quarantine.

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

Marcus Collin's Report:

DRC:

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

Progressive Discipline. Not helpful.

Uniform Committee:

DDC uniforms not being ordered (Bob Barker)

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

Updates on gloves and hats from prior meeting

CFP:

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

Additional assignments (on upper level)

32 -hour rule violations and updates from Director Horne

Staffing

Write Ups, Grievances

Speak with staff

WHV Picnic:

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

David Pasche's Report:

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

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

EXECUTIVE BOARD APPEALS

4/2/19

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

REPORT SIGNED SETTLEMENT

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

REPORT SETTLED PRIOR TO ARB

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

REQUEST APPROVAL TO WITHDRAW FROM ARB

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

State Executive Board

SEIU Local 526M

May 8th 2019

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

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

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

A chapter meeting was held in Muskegon to discuss member concerns about meningitis in the prison and the recent death of an officer. MCO would like the MDOC to address a protocol for dealing with meningitis.

The MDOC changed the recall order of officers waiting to return to Muskegon and Baraga to reflect seniority hours at the time of the closure. MCO's prior language on recalls reflected seniority hours at the time of recall, which enabled officers to continue to gain seniority over others that took layoff. MCO submitted a request to the State Personnel Director to keep the recall order by seniority at the time of recall and the request was approved by Civil Service.

May 24 had a meeting with Director Washington and Deputy McKee to discuss problems with the 120 hour rule and the problems with annual leave scheduling for officers who are granted voluntary shift transfers.

Discussed ongoing issue at CFP with overtime scheduling and lack of cooperation by the administration.

Discussed the appointment of two new members to the MCO Grievance Committee.

Discussed CTOs being allowed to provide hospital coverage for facilities

Ray Sholtz's Report:

Discussed a Trial Board for a Chapter Official, and possible resolution.

Reported his attendance at the Corrections Council.

Toured and met with John Cordell and Cary Johnson at the Jackson Training Complex to discuss ideas with training.

Reported that he attended CMEC Conference

Reported on his progress on Retiree Chapter inquires.

Updated the Board on recruiting events

Testifying today on House Bill 4275

Attending Muskegon Meeting on 4/4 with Byron (protocol for meningitis)

Andy Potter's Report:

Reported on upcoming bargaining. MCO sent a letter to OSE requesting to open the contract. The Coalition will meet on 5/23 to discuss the possibility of coordinated bargaining. Reviewed the 2019 – 2020 Fiscal Budget.

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

Reported that he has been appointed the chair person for the SEIU National Corrections Council in which 14 states participate.

Legislative update

- Andy and Cary to testify in front of Senator Ed McBroome today at the Oversight Committee regarding mental health & correctional officers. Will be joined by Senator Barrett who oversees the MDOC budget.
- HB4274 and HB4275 (annuities bill in the financial services committee) Andy and Ray to testify in support with Rep Albert, chair of Corrections Committee on May 8.
- SB228 (Suicide prevention bill) should vote out on the Senate floor today. The vote won't have any testimony. Once it votes out of the Senate it will be referred to the House.
- Andy testified on behalf of MCO in support of HB 4056 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.
- Senator Tom Barrett asked for input from MCO to include our officers in a resolution to declare May 12 – 18, 2019 as Police Week in the State of Michigan.

The new website is up and running and we have received positive feedback from the membership.

Asked for a status update of the steward's manual? It needs to reflect the Civil Service Rule changes. That piece of the website is still under construction.

National Fallen Officers memorial. The board has a tour of the SEIU headquarters set for 10:30am on 5/14.

Gave an update on New Employee Orientation April 30, 2019 in the UP. The next presentation is Friday, May 10 in Lansing.

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

Crisis Fund Request for a member at AMF whose daughter has leukemia. There is travel involved back and forth to Minnesota for treatment. Motion by Cary Johnson for \$500.00 Supported by Marcus Collins, Motion Carried.

Crisis Fund Request for a member at WHV whose one year old Son died from a choking accident. Motion by Marcus Collins for \$500.00 Supported by Ed Clements, Motion Carried.

Crisis Fund Request for a member at WHV for a member that has a blood clot around her heart and may have to have both legs amputated. Motion for \$300.00 by Marcus Collins, Supported by Ed Clements. Motion Carried.

Crisis Fund Request for a member at JCF who was in a very bad motorcycle accident and is in critical condition. Motion for \$400.00 and with additional monies from the general fund for a fundraiser from Scott Waggoner, Supported by Mark Dunn, Motion Carried.

Crisis Fund request for SRF for an Officer with Esophageal Cancer. Motion for \$500.00 by Gabe Justinak, Supported by Cary Johnson. Motion Carried.

Crisis Fund request for an Officer at MTU whose Wife has advanced stage Lung Cancer. Motion for \$300.00 made by Marcus Collins, Supported by Mark Dunn, Motion Carried.

Crisis Fund request for an Officer at RGC whose wife is going through cancer treatment. Motion by Marcus Collins for \$300.00 Supported by Ed Clements, Motion Carried.

Gabe Justinak's Report:

Still looking at 12 hour shifts for his facility and for the recalls and vacancies to reconcile.

Cary Johnson's Report:

Reported on the outreach since the Michigan Radio interview

Reported on WILX Channel 10 interview

Reported on a tour at the Jackson Training Complex with Ray

Reported on testifying on SB 228, and the MDOC's hiring of Lynn Gorski.

Reported on the challenges of the Grievance Committee.

Reported on the facility challenges regarding the ESA's at the hospital and coverages.

Mark Dunn's Report:

Reported on difficulties with "Off-Site Mandates".

Reported on difficulties and discrepancies with the civil service rule changes.

Scott Waggoner's Report:

Flu Quarantine, Officers response. MIOSHA how it relates to Workman's Compensation.

Open Houses for Recruitment in Adrian.

Reported on the CFP Oversight.

Marcus Collin's Report:

Detroit Picnic report

DDC Uniforms, Vacancies, Mandates.

Reported on CFP Oversight.

Uniform Committee reschedule.

Closer to home, list and how it impacts DRC.

-WHV picnic. Shirt design and colors are up to us, per Hollins
(She isn't opposed to MCO picking vendor and/or design)

-Will staffing for MCO be polled from college or interviews or posted on a website?
Inquiring minds want to know

-CFP still having issues with voluntary OT system, but 32-hour rule is in place

-DDC is having issues with uniform orders for over 3 years now. Switched to light-weight uniforms and all staff hasn't been accommodated. Excessive mandates. Contract violation for mandates.

-Uniform Committee needs a new staff representative, since Karen retired for upcoming meetings.

-Closer to Home list is out. Have any facilities started pulling from this list? This would help with facility mandates.

David Pasche's Report:

The Golf Outing is moving along.

EXECUTIVE BOARD APPEALS

5/7/19

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

REPORT SIGNED SETTLEMENT

25-002-19	Roseanna Alfaro-Nations	7 Day Suspension	Settled
29-002-19	John Alcodray	3 Day Suspension	Settled
30-011-18	Michael Day	20 Day Suspension	Settled
44-001-19	William Fisher	Discharge	Settled
29-004-19	Mark Houser	Overtime (call-in pay)	Settled
29-001-19	Aaron Jones	30 Day Suspension	Settled
15-003-19	Melinda Kemp	3 Day Suspension	Settled
20-003-19	David Zyczynski	3 Day Suspension	Settled

REPORT SETTLED PRIOR TO ARB

20-036-18	Linnie Brooks	4 Day Suspension	Settled
07-007-18	Nicholas Rule	Discharge	Settled

SENT OUT PENDING SETTLEMENT; GT APPEALED

15-005-19	Andrea Anderson	6 Day Suspension	Hold (telephone)
49-016-18	Tristan Brower	Suspension w/o Pay	Withdraw
24-001-19	Paul Jensen	4 Day Suspension	Impose
15-080-18	Crystal Socier	8 Day Suspension	Impose (telephone)

WITHDRAWN AT PRE-ARB; GT APPEALED

31-029-18	John Clemmons	Discharge	Withdraw
44-006-18	Zachary Drouillard	Discharge	Arbitrate (telephone)
31-030-18	Norman Gregory	Discharge	Withdraw
41-031-18	Cynthia Johnson	3 Day Suspension	Arbitrate (telephone)
29-025-18	Eric Leckemby	2 Day Suspension	Withdraw (telephone)

REQUEST APPROVAL TO WITHDRAW PRIOR TO ARB

31-021-18	John Clemmons	5 Day Suspension	Approved
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MINUTES OF:
State Executive Board
SEIU Local 526M
June 12th 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
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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

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MINUTES OF:
State Executive Board
SEIU Local 526M
July 16th2019

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:

- Presented the Executive Board with Member Retention reports.
- PTSD Reporters that have contacted the office.
- Bargaining update. Contract voting discussed. E-Council questions.
- Legislative Update- "Budget talks".
- House bill 4274 and 4275 update. SB 228 in committee (Wellness). HB 4056 (Opioid Bill) Health Policy and Human Services.
- Retiree Issues with "Double Dippin'" bill.
- Reported on the Political Director Interviews, explained the interview process.

Motion by Ed Clements to go into Executive Session. at 11:20

Returned to Meeting at 11:30

- Passed out a document on Chapter Election voting procedures. "Counting Day" discussion. Consensus of the Board. Leave will not be available, but the Board will allow Travel, Meals, and accommodation reimbursement.

Marcus Collins' Report:

- WHV needs a motion and dollar amount, along with check mailed off for WHV picnic. They are adamant about the picnic being a back to school event.
 - If we could do bookbags, as done in the past could go a long way. Motion by Gabe Justinak to adjust the amount to \$7,000.00 Supported by Mark Dunn. Motion carried.

- Picnic Shirts are in; Being presented to WHV Thursday.
- Discussed an idea that was presented to him about a UP Picnic.
- DDC has still been mandating heavily, but now have staff who have started, and will be starting. Kudos to Byron and Ray for pressuring for transfers.
- Does DDC qualify for retention pay with our special facility? Different uniforms and job description with MDOC. Been brought up, never answered.
- 2nd Gun made its way into DDC, this time not the building that DDC staff was in (Director was made aware by Byron)
- Heavy Discipline concerns. Every single member at DDC has some sort of active discipline.
- New Admin/Same bad business. The new Administration has not changed any of the current problems.
- Uniform Committee meeting scheduled for July 24th at 10 a.m. Past agenda items, along with bringing up polo style shirts again coming up. WHV made mention of uniforms starting to flow accordingly as well.
- Tour of WHV and CFP (7/11) went well. Officers at the Valley all made mention of mandates being down tremendously. Also, HIGH concerns over constant payroll errors for so many. Warden Brewer mentioned in briefing that they have a long-time HR person who will be there permanently to alleviate all the confusion (Consensus of most staff)
- DRC is still having staff go to disciplinary for count errors. Most are one-time offenses, resulting in days off. No verbal, no progressive discipline, straight to paper (Eric Jones reported)

Ed Clements' Report:

- March, April and May Budget Guidelines were presented. Motion to accept as presented by Cary Johnson. Supported by Dave Pasche. Motion carried.
- Passed around "Thank you cards" received to the Board for review.
- Crisis Fund Requests:

- Crisis Fund request for an Officer at MBP who was killed in a jet-ski accident. The family needs money for funeral expenses. Motion by Gabe Justinak for \$500.00 Supported by Scott Waggoner. Motion carried.
- Crisis Fund request for an Officer at MBP who suffers from Pancreatitis and was in a medically induced coma. Motion for \$500.00 by Marcus Collins, Supported by Ed Clements. Motion carried.
- Crisis Fund request for an Officer at KCF that has been having seizures that Doctors cannot figure out. Motion by Gabe Justinak for \$300.00 Supported by Dave Pasche. Motion carried.
- Crisis Fund request for an Officer NCF who lost his 15-year-old son in a water accident. Motion by Byron Osborn for \$500.00 Supported by Ed Clements. Motion carried.
- Crisis Fund request for an Officer at DDC whose wife has terminal oral cancer. Motion by Ed Clements for \$500.00 Supported by Ray Sholtz. Motion carried.
- Crisis Fund request for an Officer at MTU for an Officer that collapsed at work and had to be taken out in an ambulance. Doctors found that she has a brain tumor. Motion by Gabe Justinak for \$300.00 Supported by Mark Dunn. Motion carried.
- Crisis Fund request for an Officer at DDC whose Brother died unexpectedly. The Officer was responsible for funeral expenses. Motion by Ed Clements for \$500.00. Supported by Mark Dunn. Motion carried.
- Crisis Fund request from CFP for an Officer whose infant Son passed away and needs money for expenses. Motion by Gabe Justinak for \$500.00 Supported by Ed Clements. Motion carried.
- Crisis Fund request from MBP for an Officer who lost his house in a fire. (Total loss including family pets) Motion by Cary Johnson for \$500.00 Supported by Ray Sholtz. Motion carried.

Mark Dunn's Report:

- Discussed 12 hour shift rumors at Carson City. Reported on the 12-hour pilot program for Supervisors.

Ray Sholtz's Report:

- Reported on his attendance at an event held by SEIU Local 1 in Detroit.

- Reported on his attendance to a regional chapter official meeting in Ionia.
- Reported on his attendance at the Michigan State Council.
- Reported on meeting with the Director and the Deputy Director.
- Reported on his involvement with the Political Director interviews. He is pleased with the candidates and is optimistic about the hires.
- Reported on his attendance at a meeting for Southeast Michigan Chapter officials.
- Reported on his tour of Women's Huron Valley and the positive change seen at the facility.
- Reported on his attendance at a membership meeting at CFP.
- Reported on his attendance to a new recruit graduation in Lansing.
- Updated the Board on the progress with the Retiree Chapter.
- Consensus of the Board that Grievance Appeals be mailed to the Board prior to the meetings until further notice.

Byron Osborn's Report:

- Reported on attending a meeting with chapter officials from all four Ionia facilities.
- Reported on attending the UP academy graduation.
- Reported on the Gas Mask exemption LOA. After review, MCO mutually agreed to extend the current letter and draft a new LOA to take effect August 1st, 2019.
- Reported on his attendance of a Labor Management meeting at LCF with a tour after.
- Reported on his attendance of a State Council meeting with Ray Sholtz and Andy Potter.
- Attended the funeral for C/O Hilberg of Marquette and then toured Baraga after an Officer death there with Gabe Justinak.
- Toured Marquette on day shift with Gabe Justinak.
- Toured Alger with Chapter Leader Mark Rankin.

- Attended the OJT Reception in Lansing.
- Attended a meeting with Chapter Officials in the Detroit area.
- Secured resolutions to several issues at CFP with DHHS Deputy Director Mellos. Acting CFP facility Director Estelle Horne was relieved of duty.
- Attended a meeting with Ray Sholtz with the Director and Deputy Director and discussed many issues. Vacancies, including membership inquiries/interest in 12-hour shifts. Body scanners for prisoners, transfers into DDC and the new Wellness program.
- Toured WHV with Ray Sholtz, Marcus Collins, and Scott Waggoner and then held a membership meeting at CFP in the afternoon. Members at both facilities were pleased with the recent changes.
- Updated the Board on the Muskegon recalls. The Department agreed to prioritize recalls to Muskegon over voluntary transfers out of the Ionia complex.
- Updated the Board on the "Break in Service" issue. The Department plans to adjust the seniority hours on the July 2019 seniority lists that are due out in a couple of weeks.

Gabe Justinak's Report:

- AMF 11 vacancies and 11 still on recall.
- 12 Hour Shift discussion. Many MCO Members at AMF are inquiring information on a possible alternative work schedule (12 hour shifts) and are interested in the Director's position on the subject.
- Attended the funeral of an Officer at MBP.

Scott Waggoner's Report:

- Discussed recruitment and mandates at ARF.

Dave Pasche's Report:

- MCO Crisis Fund Golf Outing:
 - Discussed an MCO product change for the Golf Outing. Motion by Cary Johnson to make the change. Supported by Ed Clements. Motion carried.

- Discussed an MCO product to be purchased for the golf outing. Motion by Ray Sholtz to purchase 500. Supported by Scott Waggoner. Motion carried.

Cary Johnson's Report:

Byron started Cary's report with an explanation of how minutes will be presented in the future.

- Minutes for April, May and June were presented. Motion to accept the minutes as presented by Marcus Collins. Supported by Scott Waggoner. Motion carried.
- Reported on a meeting with the Director and Deputy Director at Grandview Plaza with Lynn Gorski with all of the State Employee Unions.
- Reported on a TISM follow-up meeting happening at JCF regarding the suicide of Michael Purdue. Members and other JCF Employees are going to be given the opportunity to give input on how TISM and Employee Services can serve them better.
- Reported on the STG ESA and the 2019-2020 Strategic Plan for Security Threat Groups.

MINUTES OF:
State Executive Board
SEIU Local 526M
August 15th, 2019

The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 0845 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, Mark Dunn and Marcus Collins. Scott Waggoner was excused.

Ed Clements' Report:

- Presented the June Budget Guidelines 2019 for approval.

Ray Sholtz's Report:

- Attended the Ionia Free fair event.
- Participated in the 2nd and 3rd round of Political Director interviews- impressed with the candidates.
- SEIU rally in Detroit partnered with the other Michigan SEIU locals.
- Attended a Western UP chapter leaders meeting.
- Attended a crisis fund event in Munising.

Motion by Marcus to go in to Executive Session. Supported by Dave.

Meeting resumed 10:30 am.

Marcus Collins' Report:

- DDC has received all transfers and mandates have significantly decreased.
- Extremely high rates of discipline at DDC, Legal Department recently attended the facility to lend support.
- WCC reports high discipline from their administration. Chapter Officials are reporting their frustration.
- Attended the SEIU rally in Detroit. MCO was recognized and Ray and I participated in welcoming several cities to Michigan.
- First Uniform Committee meeting with the new members, was held on August 1st. We are now switching to winter hats that have fleece in the inside to insulate and hold its place better. Food service staff wearing same outer garments is being looked into as well. Also, a prototype dress uniform was presented and shown to the committee. Director will have final say so. There have been numerous facilities with ordering issues. MSI is instructing the chapters to get with their respective Wardens.

- The Children's Day picnic is Saturday (August 18th). WHV is very grateful for the extra funds approved by the board. It has already been discussed next year won't be the same monetary donation, with a focus toward the children.

Cary Johnson's Report:

- PTSD Correctional Fatigue; Cary continues to be contacted by multiple media sources.
- Women in Corrections Work Group, first meeting ever to be held in September.
- Golf Outing suggestions would like to see more MCO Members at the event.
- Chain of Command question: Are there issues at other facilities throughout the State?
- Suggestion for elections: Mail in ballots, must be heavily publicized.
- Grievance Committee: Issues surrounding the time spent for committee members.

Byron Osborn's Report:

- The Ionia Fair Board thanked MCO for support at the July 17 COPS Day event.
- July 22- Met with chapter leaders from MBP, LMF and AMF to discuss issues.
- July 23- Toured LMF on day shift with VP Ray Sholtz and attended the UP Golf event.
- July 24- Toured ECF on afternoon shift with Mark Dunn.
- July 29- New academy started in Lansing.
- Aug 6- Met with the EPIC Discipline Committee with Andy Potter to voice concerns on the current disciplinary process.
- Aug 8- VP Ray Sholtz and I met with Dir. Washington and Dep. McKee to discuss the 120 hr. rule, Muskegon recalls, WHV transfers and the 2020 annual leave process.
- Aug 13- Assisted State Rep Albert with a tour at MTU and IBC.
- The new seniority lists were released on Aug 7 with time restored for breaks in service.
- MCO's suggestions for changes to the 2020 annual leave process were submitted to Jared Warner for review.
- Discussed a proposal for an internal policy for MCO employees who have or request permission for outside employment.

Andy Potter's Report:

- Michigan Budget distributed.
- Member retention report for July (handed out to board – in their mailboxes)
- Update on contract voting process – Anita presented an online process for board approval.
- Bargaining
 - MCO submitted a request to OSE for information to help with bargaining on 7/19.
 - Asked for board approval for SEIU coordinated bargaining between MCO and 517M. The board voted yes.
 - Discussed the Contract Voting process (completed).

- Reported on the State Economic Presentation.
- Legislative updates:
 - HB 4274 and HB 4275: (Annuities bill) **NO CHANGE** Referred to committee on appropriations 6/12/19 with substitute from House.
 - SB228: (Suicide prevention bill) **NO CHANGE** Testimony on 6/20/19 in House Health Policy committee. No new information was given. Andy's card of support was read. No updates on the bill itself.
 - HB4056: **NO CHANGE** (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 Senate committee on Health Policy and Human Services 5/22/19.
- Training update:
 - No one showed for the morning session. 6 showed for the afternoon session and it went well.
- Update on hiring a new political director.
- 2020 SEIU convention
 - April 24, 2020 – April 27, 2020
 - Chicago, IL
 - Lori will lead the registration process for MCO.
- Update chapter elections process.
 - Nomination period is 7/15 – 8/14.
 - Met with staff and Byron to review the process & make minor edits.
 - Election count day is 10/1 (staff will be counting ballots).
- Andy was asked by the Urban Institute to sit on their Advisory Board. Andy asked for board approval to participate on behalf of MCO. Board approved.
- Andy was asked to speak at the National Symposium on Corrections Workers Health in Boston on 8/2.
- New Member (NEO) update.
- Reported that Anita has been appointed as the new Ethics Liaison.
- Discussion around who is filling in for Anita.
 - Byron appointed Cary and the board approved. She will get with Anita to build a schedule for training.

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

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 21st 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. 3rd conference call with DHHS about staffing.
- Mandatory overtime is significantly down at this time. Alternative work scheduling. MCO would not be opposed.
- Sept. 4th OJT reception in U.P.
- Graduation on Sept. 6th.
- Sept. 10th 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
- 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. 16th 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.
-

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. 22nd 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)?

MINUTES OF:
State Executive Board
SEIU Local 526M
October 28, 2019

The meeting of the State Executive Board was called to order by MCO President Byron Osborn at 9:10 am 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, and Scott Waggoner. Mark Dunn was tardy due to the wake of the two officers who have died at the Oaks.

Andy Potter's Report -

- Member retention report for September (placed in board's mailboxes).
- Bargaining.
 - Contract has been ratified by the membership.
 - 3,188 – yes.
 - 206 – no.
 - 57 – spoiled.
 - Total = 3,451.
 - 64% membership participation (highest ever).
- Discussed Central Conference .
 - 10/29/19 at Crowne Plaza.
 - Registration starts at 8 am.
 - Conference begins at 9 am.
- Update SEIU 20% - asked the board for suggestions with regards to programming. Ed suggested funding for the U of M biometric study.
- Legislative update.
 - SB 576 (Curtis Hertel) Appropriations; supplemental; multidepartment supplemental appropriations; provide for fiscal year 2019-2020. Creates appropriation act. Current Status – REFERRED TO SENATE COMMITTEE ON APPROPRIATIONS on 10/10/19. Key line-item appropriation - \$10.46 million for training additional new custody staff.
 - HB 4321 (Thomas Albert) Appropriations; zero budget; corrections; provide for fiscal year 2019-2020. Creates appropriation act. Current Status – approved by the Governor with line item(s) vetoed 09/29/2019; disapproved line item(s) re-referred to House Committee on Appropriations on 10/8/19. Key Line-item vetoes: NEW Work Project Appropriations. House added new language stating that from the unexpended and unencumbered funds appropriated in previous years, several projects totaling \$15.4 million in the Department of Corrections must be funded from previous work project appropriations. This included \$7.4 million for training additional new custody staff and \$950,000 for PTSD and wellness support. The Governor vetoed these funds, stating that it was unlawful. She also stated that the funds that Republicans believed were available were not there; they have either been spent or are encumbered.

- 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 – REFERRED TO SENATE COMMITTEE ON JUDICIARY AND PUBLIC SAFETY on 10/8/19.
- 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 – REFERRED TO SENATE COMMITTEE ON JUDICIARY AND PUBLIC SAFETY on 10/8/19.
- SB 228 (Jim Runestad) Health; suicide; suicide prevention commission; provide for. Current Status – passed the House and was returned to Senate on 9/24/19; Laid over one day under rule 3.202 on 10/2/19.
- 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 489 (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.
- Debrief Legislative Reception on 10/8 – Everyone said it went well and was useful with bargaining.
- Andy will be chairing a Corrections Council meeting at SEANC HQ on 11/12 – 11/13. Ten different SEIU locals have corrections employees and they all participate.
- Unions for All Summit.
 - Ray closed it out and did a great job.
- Update on hiring a new Member Engagement/Benefits Associate.
 - Cindy is getting dates set up for interviews.
 - We are hoping to hire in the next 2 months.
- Update officer stress study – did not receive the award from the NIJ.
 - Request funding for biometric study. MCO will participate if we can play a role in determining people and places the study takes place.

Byron Osborn's Report -

- Sep 20- The Department released a revised DOM on annual leave.
- Sep 26- Toured NCF with VP Sholtz.
- Oct 1- Chapter elections were finalized.

- Oct 7- UP Academy started with 46 officers.
- Oct 8- MCO hosted a Wellness Reception for Legislators.
- Oct 17- VP Sholtz and I attended a meeting with Director Washington. Had discussion on annual leave, WHV transfers, Muskegon recalls, 12 hr. shifts and the corrections budget.
- Oct 18- Attended a State Council meeting with representatives from SEIU.
- Oct 21- Lansing Academy started with 180 officers.
- Oct 23- Met with the Department's Discipline Committee to discuss proposed changes to the employee disciplinary process.
- Bargaining- Started slowly and then rapidly progressed. The Bargaining team did a great job navigating and adjusting to the on the fly bargaining.
- Contract ratification-
 - Approximately 65% of the membership voted
 - 3,188 - yes and
 - 206 - no votes.
 - The online voting was a success.
- The Legal Department has been given direction to explore arrangements for providing assistance/direction for members having Workman's Comp disputes.

Ed Clements' Report-

- Attended Treasurer's training.
- He and Cindy Kogut are going to be working together to discuss MCO's expenditure policies.
- Motion by Ray to support JCF's Fourth Annual Veteran's Cook-Out on November 13th. \$250.00 to Officer Jerry Nugent. Supported by Ed Clements. Cedar Pointe Tickets for the raffle. Motion Carried.
- Crisis Fund request from KCF for a member who lost his son in a car accident. Motion by Marcus Collins for \$300.00 Supported by Ed Clements. Motion Carried.
- Crisis Fund request from MTU for a member whose toddler just had cranial reconstruction surgery and will have extended hospital stays. Motion for \$500.00 by Ed Clements. Supported by Dave Pasche. Motion Carried.
- Crisis Fund request from ICF for a member who had a stroke and has partial paralysis. Motion for \$300.00 by Byron Osborn. Supported by Marcus Collins. Motion carried.
- Crisis Fund request from ICF for a member who lost his lower leg and foot. He has extended hospital stays in the future. Motion for \$300.00 by Byron Osborn. Supported by Marcus Collins. Motion Carried.
- Crisis Fund request from AMF for a member whose wife has breast cancer and is undergoing radiation treatments. Motion for \$300.00 by Gabe Justinak. Supported by Ed Clements. Motion Carried.
- Crisis Fund request from ARF for a member whose wife is fighting her second bout with cancer. Motion for \$300.00 by Ray Sholtz. Supported by Scott Waggoner. Motion Carried.

Ray Sholtz's Report-

- Sep 20 - attended the Lansing Graduation. The Governor was in attendance and addressed MCO.
- Sep 26 - Toured Newberry, Platoon C.

- Oct 3- “Unions for All” summit. Gave the closing remarks.
- Retiree program update.
- Oct 8 -11 - Bargaining (TA).
- Oct 17 - Met with the Director specifically spoke about 12’s discussed the threshold for vacancies.
- Oct 23 – Attended Lansing New Employee School, and the EPIC Discipline Committee.
- Oct 25 - Counted ballots for contract ratification.

Executive Session began at 9:37 am.

David Pasche’s Report (Trustee)-

- Discussed the gun raffle and different ways to support the crisis fund.
- Discussed the Golf Outing and different ways to make money.
- Discussed the MTU mandates and recalls waiting to go back to Muskegon.

Marcus Collin’s Report (Trustee)-

- Oct 9 - Visited CFP for the new chapter’s first Labor Management meeting. They would like the MCO Executive Board to continue to have a presence while they try to gain more structure.
- DDC is allowing female staff from DRC to work at DDC (work site line concerns) due to BFOQ requirements. They have not moved any females from other shifts to balance or requested female recruits only from the academy. Historically, they have not allowed this.
- DDC and WHV are having significant payroll issues. Supervisors don’t know proper coding, DDC filed an et al grievance.
- DDC still has not received any MSI items from July orders. Warden Smith is asking to go to traditional uniforms.
- Uniform Committee update: Still waiting for the Department on moving forward on ceremony style uniform that was proposed during August’s meeting.

Mark Dunn’s Report (Trustee)-

- Discussed an incident that happened at the Oaks and TISM and the Wellness Unit’s involvement. Facilitators of conversations are necessary for our members to feel comfortable enough to get involved.

Gabe Justinak’s Report (Trustee)-

- Discussed vacancies and recalls at AMF.
- Discussed a bill for a 401 enhancement.
- Requested VEBA enhancement information ASAP.

Scott Waggoner’s Report (Trustee)-

- Would like to research an app that coincides with the new website.
- Recruitment is up at ARF.
- Reported on an incident at ARF where an Officer was assaulted.

Cary Johnson's Report (Recording Secretary)-

- Reported on issues with minutes. Asked the Board to submit what they want presented the day of the Executive Board Meeting. If your report isn't submitted the day of, edits may be made the day of the next board meeting.
- Attended Legislative Reception and introduced Catrina Spinaris and Lynn Gorski. Spoke about PTSD and Correctional fatigue.
- The second "Women in Corrections" workgroup is scheduled for Feb 23 and 24.
- Attended the pizza party for new recruits.
- Reported on working with Anita (Communications Director).
- Met with Lynn Gorski at the office. Discussed the peer support program moving forward.

The board heard grievance appeals and took the following actions:

49-006-19	Stephen Leister	Impose
54-006-19	Wynfield Welch	Withdraw

Staff reported on the following grievances:

15-023-19	Deanna Anthony	Settled
29-005-19	Eric Leckemby	Settled

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