

MINUTES OF:
State Executive Board
SEIU Local 526M
December 16, 2025

The meeting of the State Executive Board was called to order by MCO President Byron Osborn at MCO Central Office, 4225 Okemos Rd., Okemos, MI 48864 at 9:00 a.m.

Roll call was taken, and the following were present: Byron Osborn, Cary Johnson, Tim Fleury, Mark Dunn, Georgiann Stan, Lori Conant, Mike Hull, Eric McDonald and Executive Director Ray Sholtz

Current Grievances:

60 Open Grievances

1 is at 1st step

13 are at 2nd step

15 are at pre-arb

1 is combined with another grievance

7 are at arbitration

23 are going to the board

Staff reported on the status of the following grievances:

49-014-25	Robbie Berry	Settled
44-020-25	Zachary Kozitski	Settled
39-003-25	Leroy Limon	Settled
39-002-25	Casey Rittenhouse	Settled
44-016-25	Jennifer Tompkins	Settled
12-001-25	Audrey Baumler	Settled
49-009-25	Kaleb McGill	Settled
42-004-25	Willie Reeves	Settled
49-014-24	Charles Coy	Settled
20-007-24	Jason Lapham	Settled
05-005-24	Ryan Rayner	Settled
24-020-24	Rebecca Wood	Settled

The Board reviewed grievances and took the following action:

04-001-25	Mauricio Kist	Moved to Arbitration
48-006-25	Mustafa Al-Ani	Approved to arbitrate
48-005-25	Andrew Carr	Approved to arbitrate
48-007-25	Jordan Csernyik	Approved to arbitrate
48-008-25	Ray Rubley	Approve to arbitrate
25-013-25	Kiyuante Johnson	Approve to arbitrate
15-002-25	Kordney Starks	Approve to arbitrate

48-013-25	Robert Staley	Approved to arbitrate
20-005-25	Kyle Ward	Approved to arbitrate
33-004-25	Donald Weber	Approved to arbitrate

Byron Osborn’s Report (President)

- Civil Service Commission update.
- Pension Bills update
- MDOC legal mail policy.
- AMF tour December 3rd, 2025.
- Calendar books.
- Online Steward Training.
- Plans for Executive Council.
- Wellness Advisory Board (appointed Lori Conant).
- Windows and sign.

Ray Sholtz’s Report (Executive Director)

- Legislative tours.
- Member density information.
- State Council meetings.
- Legislative update.
- AFL-CIO meeting.
- 9 Bills update.

Cary Johnson’s Report (Vice President)

- Training Council meeting.
- CTO Meeting is January 6, 2026.
- Bylaws.

Tim Fleury’s Report (Treasurer)

- Crisis Fund Golf Outing update.
- Legislative Tour at AMF, MBP, LMF.
- Budget Guidelines for October 25, 2026, and November 25, 2026.
- MCO Store update.
- Crisis fund request for a member at MTU. Motion by Mike Hull for \$500. Supported by Eric McDonald. Motion carried.
- Crisis fund request for a member from RGC. Motion by Lori Conant for \$500. Supported by Mike Hull. Motion carried.
- Crisis fund request for a member from AMF. Motion by Byron Osborn for \$500. Supported by Mark Dunn. Motion carried.
- Crisis fund request for a member from MRF. Motion by Eric McDonald for \$500. Supported by Mark Dunn. Motion carried.
- Crisis fund request for a member from KCF. Motion by Byron Osborn for \$500. Supported by Tim Fleury. Motion carried.

Mark Dunn's Report (Recording Secretary)

- Uniform Committee update regarding Department issued hoodie pilot.
- Presented the board the meeting minutes from the October 29, 2025, meeting. Motion to approve by Cary Johnson, supported by Lori Conant. Motion carried.

Eric McDonald's Report (Trustee)

- Cell Search audits by department are creating disciplinary's for our members.

Lori Conant's Report (Trustee)

- Railing discussion regarding the 3rd and 4th Galleries at SMT.

Executive Session:

2:40 p.m. motion by Cary Johnson to go into executive session. Supported by Georgiann Stan. Motion carried.

2:47 p.m. motion by Tim Fleury to come out of executive session. Supported by Eric McDonald. Motion carried.

Motion to adjourn at 3:55 p.m. by Lori Conant. Supported by Mike Hull. Motion carried.